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ABSTRACT

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Data are drawn from several sources to more fully describe the American Federation of Teachers' (AFT) largest locals and to describe the nation's largest school districts. Section 1 describes 1988-89 salaries in the school districts serving the nation's 100 largest cities with tabular analyses of rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Section 2 focuses on 1988-89 financial information in 50 of the nation's largest school districts, including expenditures per pupil, percent of funding from local sources, and general fund balances. Section 3 provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for the 1989-90 school year. Section 4 briefly describes more than 200 contract settlements or wage agreement, each involving at least 1,000 workers, and concludes with salary information from locals that have already negotiated salary schedules for fall 1990 and later years. Twelve figures and 21 tables supplement the text, and 3 appendixes supply population and enrollment figures and a list of data sources grouped by table. (MLF)

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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

PRODUCED BY
THE RESEARCH DEPARTMENT OF
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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

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APRIL, 1990

AFT LOCAL UNION TEACHER SALARY SURVEY 1989

Foreword

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Local and state federation leaders are encouraged to utilize the data in the most appropriate way as determined locally. Generally, the data refer only to salaries and not benefits. Except when specifically noted, the data exclude such salary-equivalent benefits as the employer's payment of a portion of employee contributions to social security or retirement plans. Most of the data in this report are available as Lotus 1-2-3 files for microcomputer customization at the local level.

Data are drawn from several sources to more fully describe the AFT's largest locals and to describe the nation's largest school districts. Locals and state federations may wish to consult Survey & Analysis of Salary Trends 1989, which reports the results of the American Federation of Teachers' annual survey of state departments of education, for a comparison of teachers' salaries among states and for national trends in teachers' salaries over the past 30 years.

Section I of this report describes 1988-89 salaries in the school districts serving the nation's 100 largest cities. This information comes primarily from salary schedules collected by the federal government as part of the process of establishing pay levels for U.S. teachers teaching abroad at defense installations. Most attention is given to the starting salary for a teacher with a BA degree and the maximum salary (without longevity increments) for a teacher with an MA degree. The average salary schedule in this data set not counting longevity reaches the maximum on the 15th step. Since the average teacher in the U.S. has a Masters degree and 16 years of experience, the MA-Maximum salary is an approximation of the average teacher salary. The tabular analyses include rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Equivalent unedited data for 1989-90 salaries will be available from the AFT Research Department in May 1990.

Section II focuses on 1988-89 financial information in 50 of the nation's largest school districts including expenditures per pupil, percent of funding from local sources, and general fund balances. The underlying data for these tabulations come from an independent survey by the national business newspaper, City & State (August 1989). The results of projected data from the 1987-88 survey are compared to the actual figures obtained in the 1988-89 survey.

Section III provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for 1989-90--the current school year. The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide salary and staffing information. About 75 responded to the survey and information from a variety of sources provided detailed information on several others. Section III contains the results of this survey including an abbreviated salary matrix for each local.

Section IV of this report briefly describes more than 200 contract settlements or wage agreements, each involving at least 1,000 workers, reported to the U.S. Department of Labor and published in Current Wage Developments between August 1988 and December 1989. Since many settlements involve two or three year contracts, wage increase estimates for 1989-90 and 1990-91 are included. Section IV concludes with salary information from locals that have already negotiated salary schedules for fall 1990 (and some for fall 1991 and fall 1992) such as Rochester, Pittsburgh, Philadelphia, New York, and others.

The data in this report are intended to be used to suit the purposes of the leadership in a particular local or state federation, such as comparing trends, or making meaningful and valid comparisons between school districts. While AFT locals in the nation's largest cities can be compared to the other large city school districts, this comparison alone does not provide information on how well AFT bargains relative to other bargaining agents or nonbargaining situations. Some of the AFT's large locals do not bargain contracts or they are in states prohibiting collective bargaining.

The Department of Research staff extends its appreciation to the various locals that responded to the 1989-90 survey and to those who reviewed drafts of this report. F. Howard Nelson, Associate Director of Research, had primary responsibility for preparing this year's report. Yvonne Bristol entered much of the data, prepared the manuscript, and assisted in other aspects of the report. Jewell Gould and Helen Nemorin assisted in various other aspects of the report.

Executive Summary

In the school districts serving the nation's 100 largest cities, the 1988-89 average maximum salary for teachers with a masters degree reached \$34,271. This figure ranged from a low of \$24,221 in Baton Rouge to a high of \$47,892 in Rochester (Figure 2). In these same districts, the average beginning salary for a teacher with only a bachelors degree climbed to the \$20,105 mark, ranging from a low of \$16,391 in Little Rock to \$25,066 in Rochester (Figure 3).

The average maximum salary for a teacher with a masters degree in the nation's 100 largest cities of \$34,271 grew from \$32,623 the previous year and from \$30,990 two years before (Figure 4). This figure remains about \$4,000 above the national average teacher salary. On the other hand, the beginning salary in the 100 largest cities remained only about \$500 ahead of the national average (Figure 5). When adjusted for the higher cost of living in big cities, big city beginning salaries fell below the national average.

Class size in the 50 districts with the largest school budgets in the nation is about 17 students per classroom teacher compared to the national average of 17.4 (Figure 6). General fund spending averaged \$4,365 per pupil in 1988-89 in the 50 big districts, up from \$3,742 two years ago (Figure 7). The big city average is only about \$100 above the national average for current expenditure per pupil. Nearly half of general fund revenues in the 50 largest districts--48.7 percent--came from local sources (Figure 8). In the previous two years, the comparable figure was 45 to 46 percent. Even in 1986-87 and 1987-88, the large district reliance on local revenue exceeded the national average for all school districts of 43.4 and 43.7 percent. The ending general fund balance in the 50 large districts rose from 5.6 percent in 1985-86 to 6.4 percent in 1986-87 and then fell to 5.9 percent in 1987-88 (Figure 9). For the two years with both projected and actual fund balance data, the actual fund balance exceeded the projections.

Projections based on more than 100 negotiated contracts or wage agreements covering 1,000 or more workers indicate salary gains of almost 6 percent for 1989-90--the current school year (Figure 11). Similar data for 1990-91 project an increase in excess of 6 percent. Projections in 1986-87, 1987-88 and 1988-89 corresponded very closely to the actual national average for all school districts.

Figure 12 contains selected salary information from multi-year contracts negotiated by large AFT locals for 1990-91 and subsequent years. Several locals will have maximum salaries exceeding \$65,000. A significant number of contracts contain salaries in excess of \$50,000 for teachers with a masters degree and 15 years of experience. About one in three of these large AFT districts will have beginning salaries exceeding \$26,000 in place by next fall during the 1990-91 school year.

Figure 1

The 100 Largest Cities In The United States
(1980 U.S. Census)

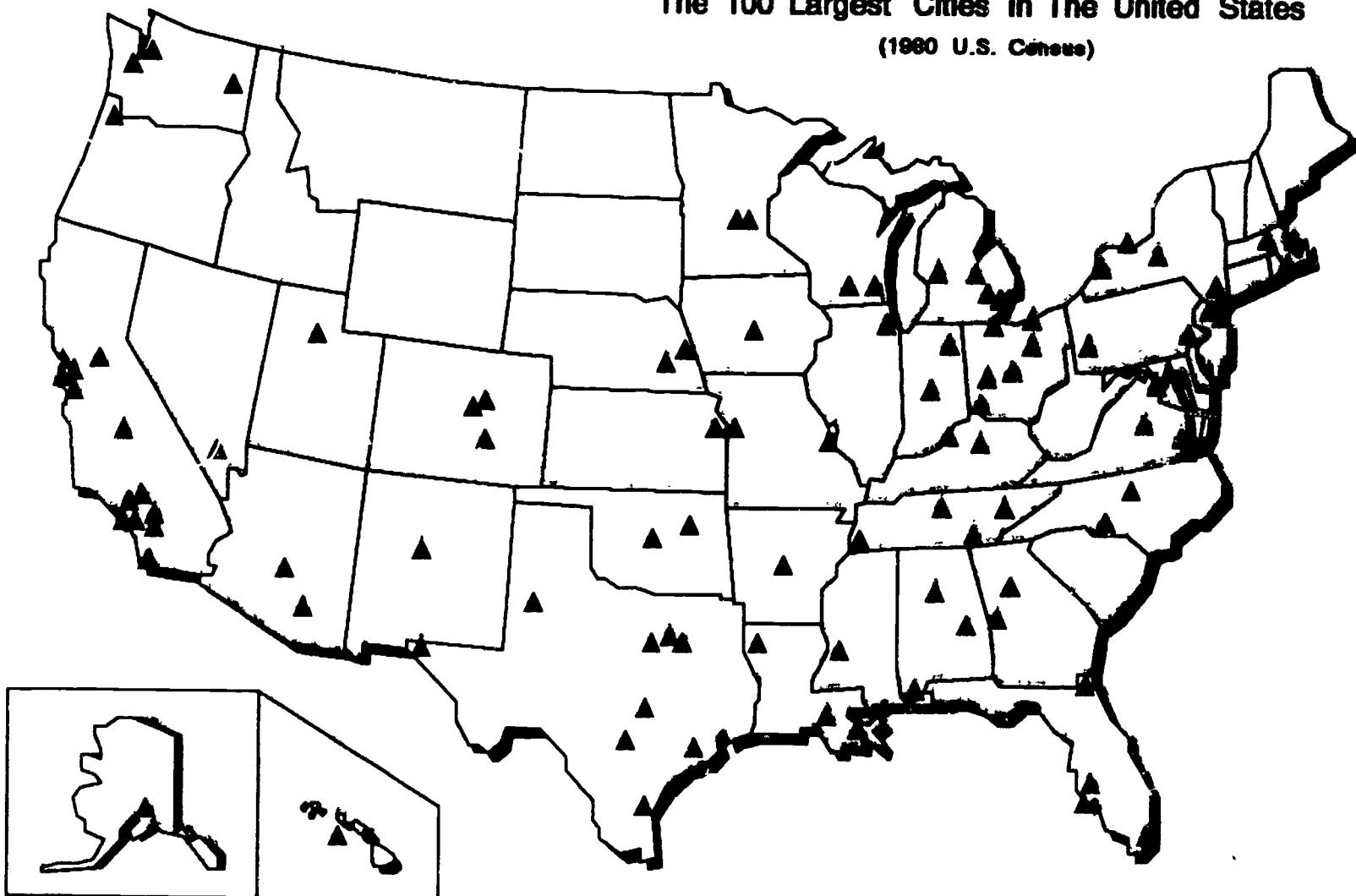


Figure 2

Maximum Salary With Masters Degree, 1988-89

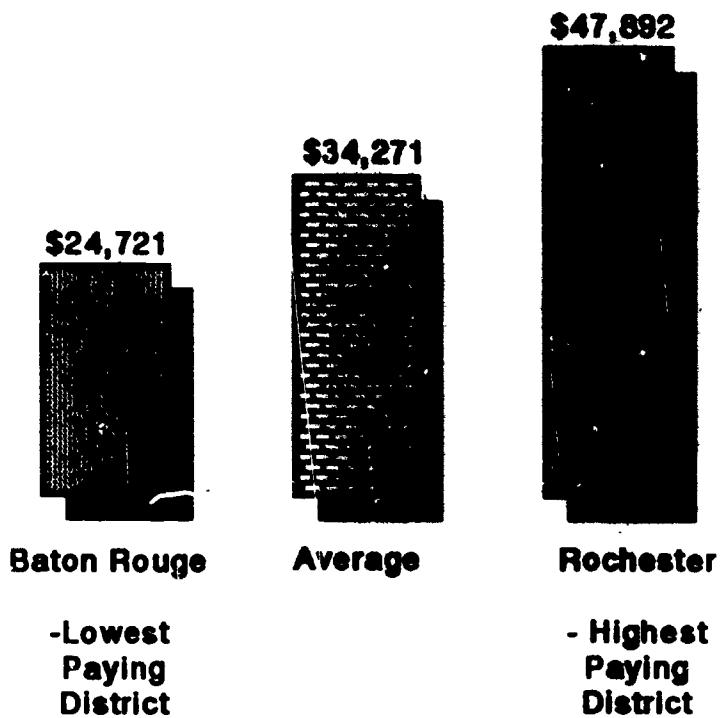


Figure 3

Minimum Salary With A Bachelors Degree, 1988-89

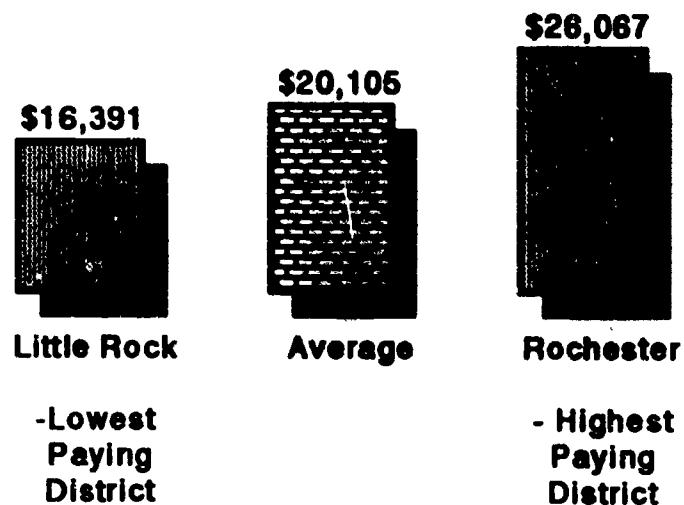


Figure 4

**Maximum Salary For Teachers With a Masters Degree In the
100 Largest Cities Exceeds The National Average Salary**

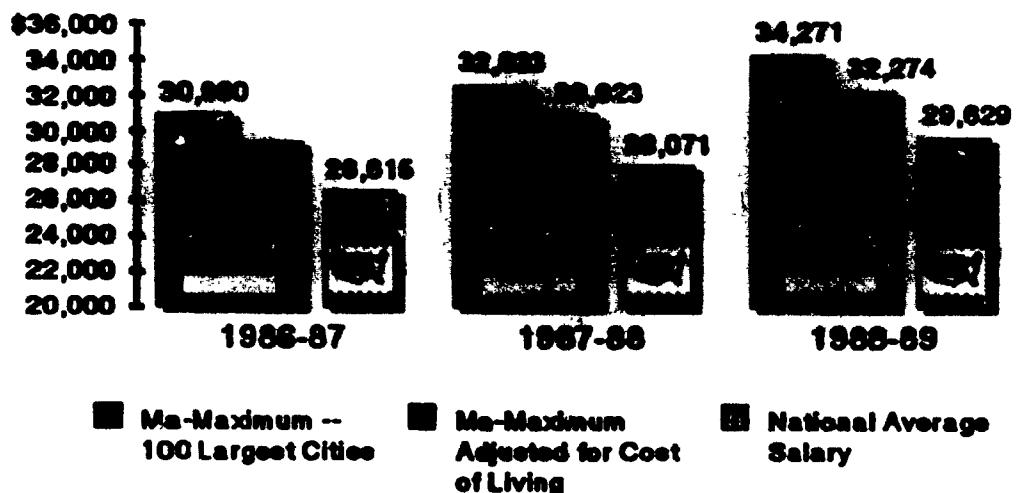
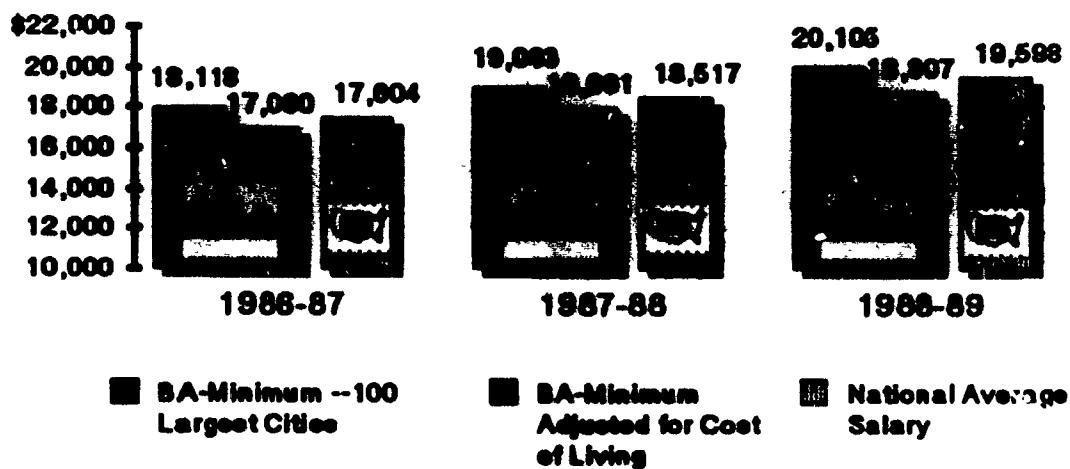


Figure 5

**Beginning Teacher Salaries Fall Below National Average
Beginning Teachers Salary After Cost-Of-Living Adkustments***



* Adjusted to the cost of living in 290 cities, not the national average.

Figure 6

Class Size Is About the Same In Large Cities As The National Average

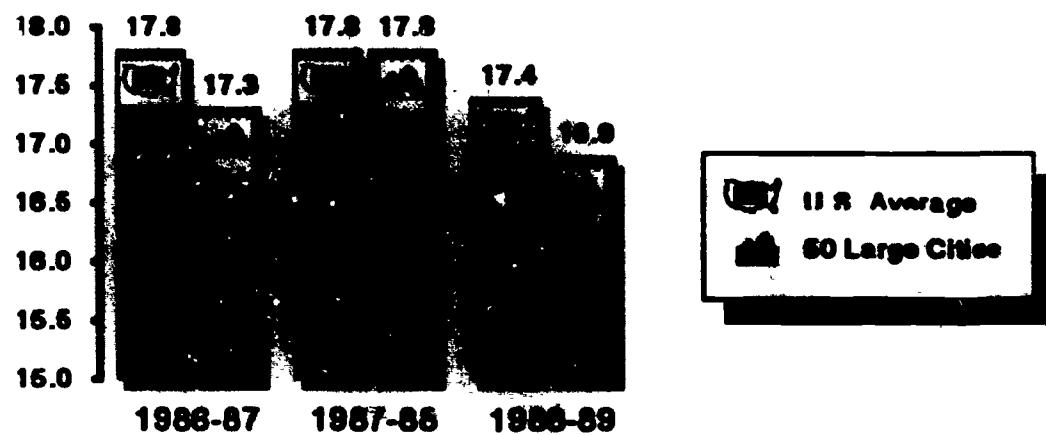


Figure 7

Per Pupil Spending In Large Cities Exceeds The National Average By A Small Amount

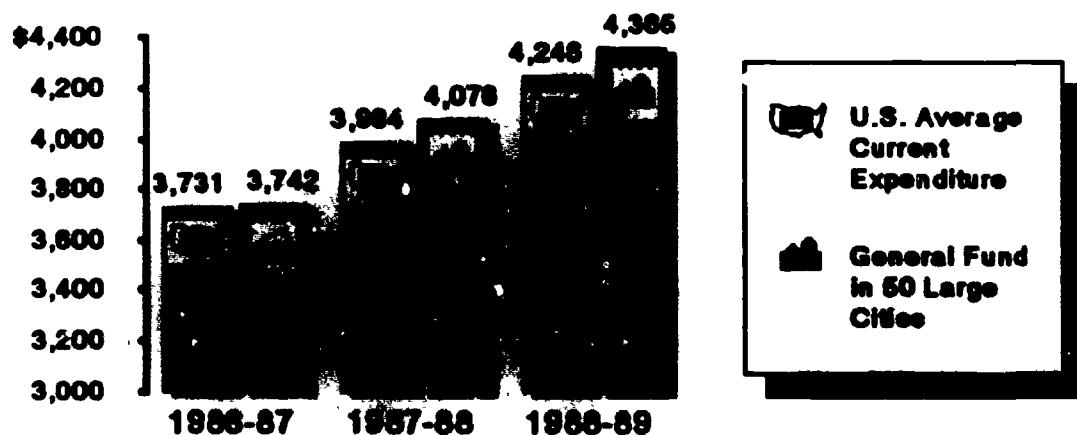


Figure 8

Local Revenue Is More Important To Large City Districts Than To The Average District

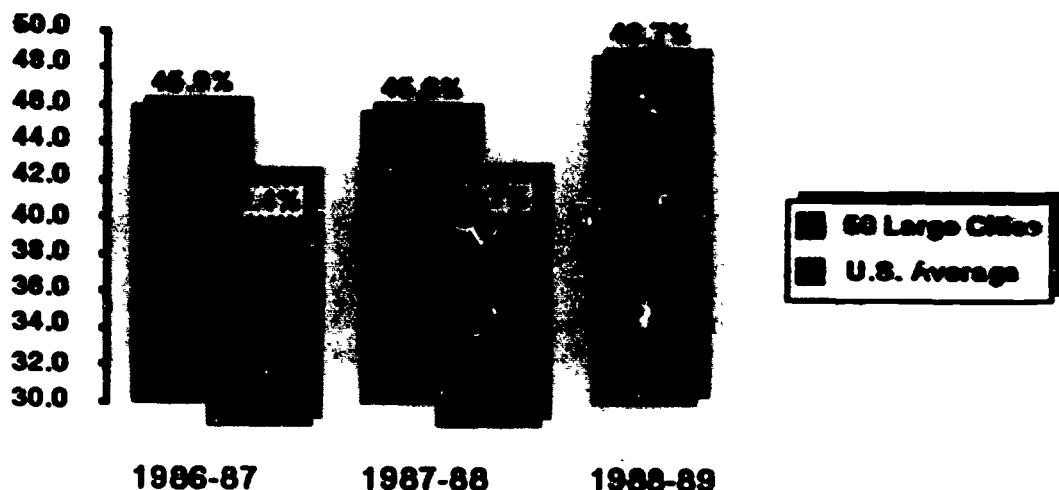


Figure 9

Actual Fund Balances Exceed Projections In 50 Large Cities

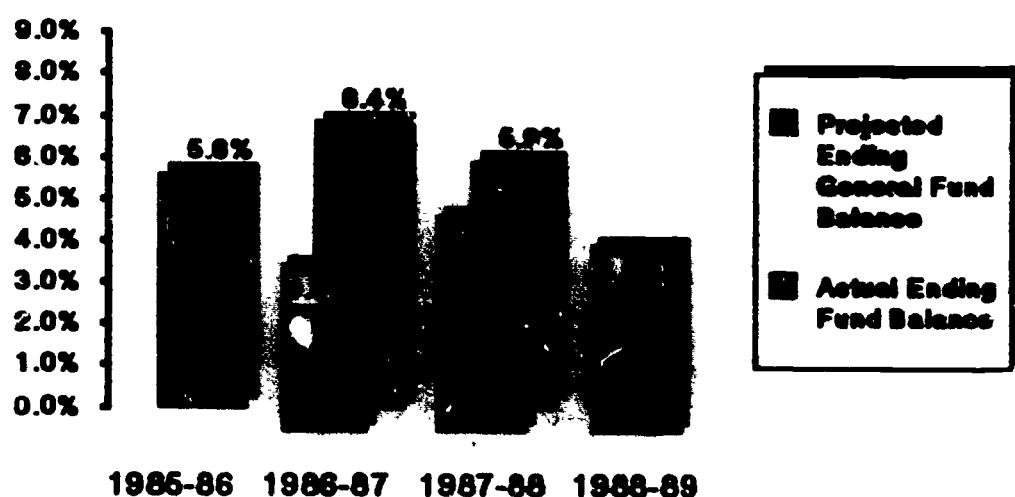


Figure 10

**General Or Specific Teacher Shortages Have Become
Less of A Problem According to Union Leaders**

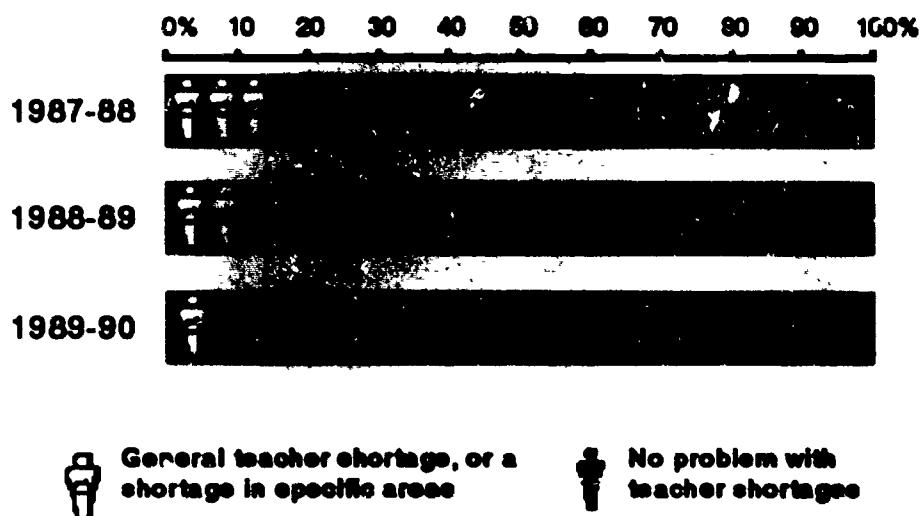


Figure 11
Average Annual Salary Adjustments for Teachers
--Projections for 1989-90 and 1990-91

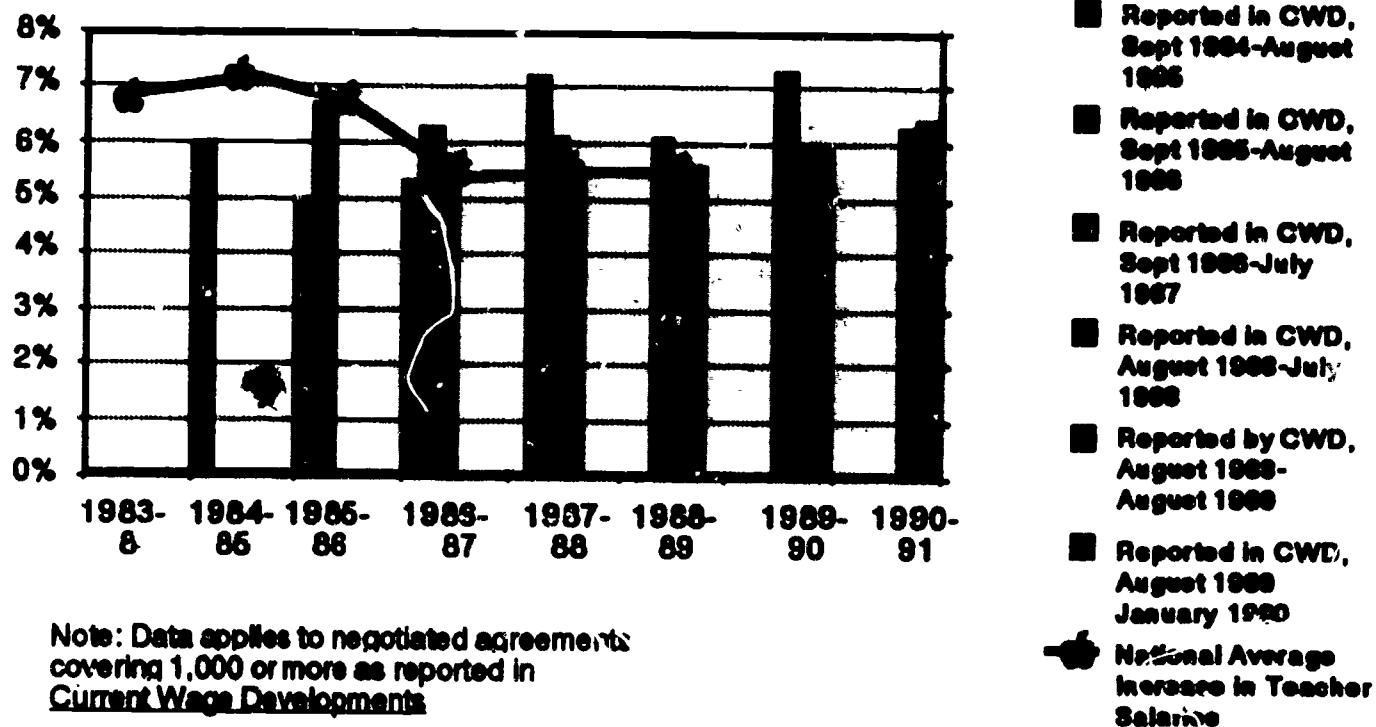


Figure 12

SETTLEMENTS IN SELECTED LARGE AFT LOCALS IN 1990-91 and 1991-92

	Year	BA Beginning	MA 15 Years	Maximum	Steps to Maximum
Baltimore, MD	1990-91	22,162	40,339	43,002	15
Bloomington, MN	1990-91	23,649	42,993	48,049	13
Bristol, CT	1990-91	23,312	48,612	52,176	6
Cincinnati, OH	1990-91	21,679	42,672	44,847	13
Dade Co.(Miami), FL	1990-91	26,500	45,400	49,400	14
Dearborn, MI	1990-91	24,075	49,375	53,795	11
Duluth, MN	1990-91	20,815	39,675	42,324	9
Half Hollow Hills, NY	1990-91	25,623	50,862	69,537	23
	1991-92	27,937	55,440	75,796	23
Kingston, NY	1990-91	27,875	39,585	45,025	20
	1991-92	28,775	41,935	47,785	20
Liverpool, NY	1990-91	26,245	39,897	53,347	27
	1991-92	28,416	42,626	58,006	27
Meriden, CT	1990-91	29,681	47,810	50,859	11
Minneapolis, MN	1990-91	22,192	41,869	47,273	11
Nassau BOCES, NY	1990-91	26,768	50,785	72,384	15
Nashua, NH	1990-91	23,066	42,291	44,549	12
	1991-92	25,031	48,763	50,082	12
New Haven, CT	1990-91	27,409	52,658	58,275	13
	1991-92	28,876	56,802	62,812	13
Newark, NJ	1990-91	23,867	46,232	50,757	13
Newburgh	1990-91	22,820	40,750	46,290	13
Norwalk, CT	1990-91	26,950	46,950	60,950	10
Osseo, MN	1990-91	22,200	41,630	45,160	12
Philadelphia, PA	1990-91	24,000	43,260	49,600	11
	1991-92	26,000	45,850	54,000	11
Pittsburgh, PA	1990-91	26,000	48,000	50,100	10
	1991-92	28,000	50,990	52,100	10
Providence, RI	1990-91	21,284	41,809	42,411	10
Robbinsdale, MN	1990-91	22,585	42,450	47,110	10
St. Lucie County, FL	1990-91	22,327	35,722	38,077	15
St. Paul, MN	1990-91	23,465	42,060	47,849	12
Smithtown, NY	1990-91	28,771	58,864	64,225	18
Suffolk-2 BOCES, NY	1990-91	22,543	49,010	60,154	18
Utica, NY	1990-91	20,100	42,665	48,370	15
Valley Stream, NY	1990-91	28,686	55,291	63,571	15
Virgin Islands	1990-91	20,225	38,002	47,435	21
Wappingers, NY	1990-91	26,551	53,342	56,975	20
	1991-92	28,410	57,076	60,8^4	20
Warwick, RI	1990-91	21,559	41,262	42,012	10

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Appendix A. Population of the Nation's 100 Largest Cities and Enrollment of the School Districts Serving the Cities

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I. Teacher Salaries in Schools Serving the Nation's One Hundred Largest Cities

This section of the AFT Local Union Teacher Salary Survey focuses on teacher salaries in school districts serving the nation's 100 largest cities. Information is presented on the entry level salary, the highest scheduled salary for a Masters degree reached in continuous steps, and the maximum salary regardless of degree. Generally, the MA-Maximum and the maximum figures do not include "longevity" increments--the small occasional salary increases added to the schedule in some districts for teachers who reached the maximum several years earlier.

The average teacher in the United States has a Masters degree and about 16 years of experience. On average the top of the typical salary schedule is reached in the 15th year in these 100 districts as shown in Table I-1. Thus, the MA-Maximum salary approximately describes the average teacher. In addition to listing the BA-Minimum, MA-Maximum and maximum salaries, these data are ranked, listed by region, compared to state averages, adjusted for interarea cost-of-living differences, and compared to the earnings of other workers in the metropolitan area.

The teacher salary data in this section comes from the Department of Defense Wage Fixing Authority. Congress requires that the estimated 12,000 teachers in the Department of Defense Dependents (DOD) school system be paid at the same rate as teachers in U.S. cities of more than 100,000 in population. In the 1980 decennial census, 170 school districts served cities of more than 100,000 in population. These cities comprise the DOD data base used to calculate salaries for the overseas teachers. Sometimes two school districts serve a single city. Some very large county school districts, usually in the South, are excluded because they contain no large city. The DOD Wage Fixing Authority gets contracts or wage agreements from every one of these 170 school districts. This section uses data for the 100 largest city districts. Basic data for the other 70 districts are available from the AFT Research Department. Since contracts are collected in October and November, contract settlements and wage changes occurring in subsequent months are not recorded until the following year. Figures for Los Angeles and Detroit, however, have been updated to reflect subsequent settlements.

The DOD Wage Fixing Authority collects beginning and maximum salaries for the BA, MA, and maximum pay lanes. Every effort is made to equate one step with one year of experience. The maximum salary in each lane represents the top salary reached in continuous annual increments rather than the maximum salary including all longevity increments. Maximum salaries apply only to the regular

school day and school year, so they exclude extended day and summer employment. The following tables list the number of steps next to the salary figures to indicate that maximum salaries represent different levels of experience depending on the district. Many districts have longevity increases on top of the "maximum" salary, which tend to award small salary increases to teachers on a periodic basis after the continuous-step maximum has been reached. For examples of longevity increments, see Section III of this report where these data were collected for many of the AFT's largest locals.

The data in this study are presented as collected by the DOD Wage Fixing Authority except as noted in Table I-1. New York's salary schedule had semiannual increases for eight years and then sizable jumps in the 10th, 13th, and 15th year for an additional \$5,691 for each teacher by the 15th year. Similarly, Baltimore's schedule had 12 continuous increments although a teacher with an MA gets about \$7,000 more in their 15th year compared to the 12th year. In both cases, the 15 year figure is used. Chicago's figures have the 7 percent of the employee's share of the pension contribution picked up by the employer added to the printed salary schedule. In St. Louis, the salary schedule had 11 steps but it takes a teacher about 20 years to get to the top of the schedule. The DOD Wage Fixing Authority misinterpreted Hawaii's schedule, but the correct data is presented in this report.

District salary schedules that do not specify a specific pay level for a Masters degree or a maximum are absent in the DOD data thus necessitating most of the remainder of the estimates adjustments in the following tables. Estimates come from the AFT local union teacher salary survey and Educational Research Service data.

The complete DOD data base includes minimum and maximum salaries for the BA, MA, and maximum pay lanes. Hard copy of these data for the 170 largest cities in unedited form can be obtained by writing to the AFT Research Department. The DOD data for 1989-90 will be available to the AFT in May and can also be obtained by writing to the AFT Department of Research.

Highlights

Salaries Listed by City Size—Table I-1

- o Rochester, New York had the highest maximum salary in 1988-89 at \$57,896 followed by Anchorage (\$51,963), Jersey City (\$51,585), Yonkers (\$46,993), and Long Beach (\$46,227).

- o At \$26,566, Baton Rouge had the lowest maximum salary—less than half the maximum salary in Rochester, New York.

MA-Maximum Salaries—Table I-2

- o At the MA-Maximum level, the top 20 districts paid more than \$38,000 and more than half of them—Rochester, Pittsburgh, New York, Yonkers, Newark, Detroit, Los Angeles, Philadelphia, Miami, Minneapolis, and Washington, D.C.—are AFT affiliated bargaining units.
- o Baton Rouge had the lowest MA-Maximum salary at \$24,721 followed by Shreveport, Albuquerque, Mobile, and New Orleans.
- o Only two Southeastern or Southwestern cities ranked in the top 40. Miami's \$38,500 level was reached after just 12 years and ranked 18th nationally. Virginia Beach ranked 22nd and reached \$38,080 after 22 years.

BA-Minimum Salaries—Table I-3

- o In 1988-89, 47 of the 100 districts paid more than \$20,000 for beginning teachers at the Bachelor's level, but only Los Angeles (\$25,316), Rochester (\$26,067), Riverside (\$24,268), San Francisco (\$24,280), and Boston (\$24,031) paid more than \$24,000. Six of the top 10 are located in California.
- o Eight Southeastern cities ranked in the top forty according to starting salaries, compared to finding just two of the top forty when ranked by MA-Maximum salaries.
- o Only six districts paid beginning teachers less than \$17,000 in 1988-89 with Little Rock at the bottom paying just \$16,391 followed by New Orleans, Tulsa, Louisville and Tacoma, Washington.

Regional Rankings—Table I-4

- o AFT affiliates in Providence and Boston represent teachers in the two large city districts with the highest MA-Maximum salaries in New England.
- o AFT affiliates represent 9 of the 11 districts in the Mideast serving one of the 100 largest cities. Five of them rank in the top ten in the nation according to MA-maximum salaries.

- o In the Midwest region, five of the top seven districts as measured by the MA-Maximum salary--Detroit, Minneapolis, St. Paul, Chicago, and Cleveland--are AFT affiliates.
- o While all of the districts in New England, the Midwest, and the Midwest paid more than \$33,000 at the MA-Maximum level, only 8 of 25 Southeastern states, 2 of the 7 Plains cities, 6 of 14 Southwestern cities, and 9 of 17 for Western states paid more than \$33,000.

How Fast and How Far to the Top--Tables I-5 and I-6

In Table I-5, the difference between the beginning salary at the BA level and the maximum salary at the MA level is divided by the number of steps on the salary schedule. This average annual salary increase represents what a new teacher with a BA could expect to gain by moving to the top of the schedule at the Masters level without the benefit of across-the-board salary increases. In Table I-6, the MA-Maximum salary is divided by the BA-Minimum salary to create a ratio that describes how well experienced teachers with a Masters degree are rewarded relative to beginning teachers. Highlights include:

- o The average district had 16 steps worth \$981 each in moving from the starting to the MA-Maximum.
- o Pittsburgh with a \$2,050 annual change in reaching the MA-Maximum level was the only district with an annual change above the \$2,000 mark. Warren, Michigan, Boston and Providence advanced at a rate exceeding \$1,800 per year.
- o Not surprisingly, districts with large annual increases between the BA-Minimum and MA-Maximum level have short salary schedules with eight of the top ten having eleven or fewer steps, one having twelve steps, and the other, thirteen steps.
- o Of the top ten districts according to the average annual dollar change between BA-Minimum and MA-Maximum salaries, seven are AFT affiliates--Pittsburgh, Boston, Providence, Philadelphia, Detroit, Minneapolis, and Newark.
- o Five districts--Montgomery County (\$310), Lubbock (\$340), Mobile (\$370), Corpus Christi (\$481), and Jackson (\$494)--had average annual changes of \$500 or less in moving from the BA-Minimum to the MA-Maximum level.
- o The MA-Maximum to the BA-Beginning salary ratio averaged 1.69 in the 100 districts.

- Only four districts had MA-Maximum salaries at least double the size of starting salaries with Jersey City at 2.11, having had the highest ratio.
- Ranked by the MA-Maximum to BA-Minimum ratio, 9 of the top 15 districts are AFT affiliates.
- In 12 districts, MA teachers at the top of the salary schedule had salaries that were less than 50 percent higher than beginning teachers. Four were in California and five were in the Southeast.

Salaries Adjusted by An Interarea Cost-of-Living Index—Table I-7 and I-8

School officials often argue that salary variations among districts, especially when making national comparisons, are explained primarily by cost-of-living differences. While intuitively correct, the magnitude of the effect of cost-of-living differences on salaries remains largely unstudied. One reason is that the federal government stopped calculating interarea cost-of-living differentials in Autumn 1981. At one time, the Bureau of Labor Statistics calculated indexes for as many as 45 metropolitan areas.

The interarea cost-of-living index in Table I-7 is based on the "Intercity Cost of Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA) for approximately 290 cities during the first three quarters of 1989. The ACCRA index is composed of items and is weighted to reflect a mid-management executive family's pattern of expenditures. All items are priced at the local level by Chamber of Commerce research personnel at a specified time and by standard specifications. The index omits state and local taxes. The housing component of the index is based partly on monthly rent for a two-bedroom unfurnished apartment and partly on the cost of a new 1,800 square foot house on a lot of approximately 10,000 square feet in an urban area. Cities participating in the index are compared with the national average of 100 for all participating cities. Spreads of three or fewer index points do not represent statistically significant differences in the indexes according to ACCRA.

Participation in the ACCRA cost-of-living index is voluntary, and 13 of the nation's 100 largest cities are not in the index. As noted in Table I-7, an index was estimated for these cities based on either the index of nearby cities or suburbs, or a regression procedure similar to the method used by the AFT to develop the interstate cost-of-living index (technical paper available from the Research Department).

The ACCRA index in Table I-7 shows:

- o The 100 largest cities had an unweighted average cost-of-living index of 106.9 (100 is the average of approximately 280 cities participating in the ACCRA index).
- o New York, Boston, and San Francisco had the highest cost-of-living indexes with indexes in the 140 to 150 range followed by the metro areas around New York City, Los Angeles and surrounding cities, Washington, D.C., San Diego, Philadelphia, Anchorage and Honolulu which all bunched in the 125 to 135 range.
- o Chattanooga registered the lowest index of the nation's 100 largest cities at 90.2, and 10 other districts in the west, south and midwest had indexes below or at 94.0.

MA-Maximum salaries were adjusted with the ACCRA Index (by dividing the salary by the index) in Table I-8, yielding the following results:

- o After indexing MA-Maximum salaries with the cost-of-living index, low-paying districts still tended to rank low and high-paying districts still tended to rank high. Only 14 districts that ranked below average climbed into the top half of the adjusted MA-Maximum ranking.
- o Rochester and Pittsburgh, ranked first and second according to the adjusted MA-Maximum salary, ranked first and fourth without adjustments.
- o Among the more dramatic upward changes in rankings, Omaha's adjusted MA-Maximum ranked 4th instead of 30th, Colorado Springs ranked 5th instead of 40th, Akron, Ohio ranked 11th instead of 43rd, and Jacksonville ranked 17th instead of 57th.
- o The most dramatic downward changes occurred in the high cost-of-living index areas with Boston falling to 100th from 31st; San Francisco falling to 99th from 34th; Washington, D.C. falling to 74th from 20th; Newark falling to 64th from 8th; New York City falling to 90th from 5th; and Yonkers falling to 91st from 6th.

Teacher Salaries Compared to The Average Annual Pay of All Workers in Metropolitan Areas—Table I-11.

Another way to adjust teacher's pay for differences among cities in prices and the standard of living is to compare teacher salaries to the earnings of other workers. Table I-11 compares the MA-Maximum teacher salary to the metropolitan area average annual pay. These data are collected by the U.S. Department of Labor.

The annual pay data apply to workers covered by State and Federal Unemployment Insurance programs and are compiled from reports submitted by employers for more than 93 million workers. The "average" pay is computed by dividing total annual pay of both full- and part-time employees covered by unemployment insurance programs by the average monthly number of these employees. Generally excluded from unemployment insurance coverage are most agriculture workers on small farms, railroad workers, most domestic employees, student workers and the self-employed.

Highlights of the teacher salary-annual pay ratio comparison include:

- o The average teacher at the MA-Maximum level in school districts serving the 100 largest cities earned 50 percent more than the average metro-area annual pay with 42 districts having ratios between 1.40 and 1.60.
- o Rochester, which ranked 1st according to MA-Maximum salaries, also had the highest ratio at 2.04 followed by Virginia Beach, which ranked 23rd according to MA-Maximum salaries. Other big gainers included 4th ranked Fresno, 6th ranked El Paso, 15th ranked St. Petersburg, and 18th ranked Columbus, Georgia, districts which had been ranked 46th, 64th, 61st and 79th, respectively.
- o Of the 10 lowest ranked districts according to the teacher salary-annual pay ratio, 7 had been ranked in the bottom 15 according to MA-Maximum salaries, and the other three--San Jose, Oakland, and San Francisco are located in Northern California.
- o San Jose had the lowest ratio at 1.10 followed by Seattle, and Oakland, both on the West Coast.

MA-Maximum Salaries Compared to the State Average—Table I-12

Union locals frequently compare their salaries to other districts in the metro area and other districts in the state. Table I-12 contains a comparison of MA-Maximum salaries to the state average salary for teachers of all degree and experience levels (from the AFT's Survey & Analysis of Salary Trends, 1989). Highlights include:

- o School districts serving the nation's 100 largest cities had MA-Maximum salaries 16 percent higher than the state average, with 57 districts paying more than 5 percent, but less than 25 percent above the state average.
- o Omaha, where teachers at the MA-Maximum level are paid 54 percent more than the state average, had the most advantage over the state average followed by Miami, St. Louis, Jersey City and Pittsburgh.

- o Sacramento paid only 98 percent of the state average. Oakland, Syracuse, San Jose and Spokane ranked at the bottom with Sacramento.
- o Only 10 districts paid less than the state average, and half are in California.

TABLE I-1

**1988-89 BA-MINIMUM, MA-MAXIMUM, AND MAXIMUM SALARIES
RANKED BY CITY SIZE (1980 CENSUS)**

	BA		MA		MAX		Steps To
	Minimum	Rank	Maximum	Rank	Maximum	Rank	Maximum
1 NEW YORK, NY	\$23,000	12	\$42,946 f	6	\$46,684 f	7	15 f
2 CHICAGO, IL	19,082 e	67	47,968 e	23	40,579 e	30	15
3 LOS ANGELES, CA	25,316	2	36,798	16	41,279	25	10
4 PHILADELPHIA, PA	20,000	45	36,778	17	44,961	8	11
5 HOUSTON, TX	20,000	46	33,800	59	36,600	62	20
6 DETROIT, MI	22,324	16	40,803	9	41,565	23	11
7 DALLAS, TX	21,000	30	34,200	56	34,200	77	16
8 SAN DIEGO, CA	21,031	29	36,108	44	43,252	18	12
9 PHOENIX, AZ	20,123	42	36,473	33	41,252 b	26	13
10 BALTIMORE, MD	16,000	68	34,681 f	52	36,961 f	57	12 f
11 SAN ANTONIO, TX	18,500	77	34,898	63	34,898 b	72	16
12 INDIANAPOLIS, IN	17,804	87	34,867	48	37,232	53	20
13 SAN FRANCISCO, CA	24,200	4	\$3,313 e	34	43,420 b	14	14
14 MEMPHIS, TN	19,100	68	31,327	69	36,563	60	22
15 WASHINGTON, DC	21,367	27	36,194	20	40,458	32	13
16 SAN JOSE, CA	21,922	22	32,414	63	36,921	41	10
17 MILWAUKEE, WI	20,158	41	36,874	29	40,243 b	33	16
18 CLEVELAND, OH	19,344	60	37,221	28	39,046 a	39	16
19 COLUMBUS, OH	20,619	34	36,598	32	39,694	35	15
20 BOSTON, MA	24,031	5	36,700	31	41,080	28	7
21 NEW ORLEANS, LA	16,543	98	26,800	98	27,578	98	15
22 JACKSONVILLE, FL	18,810	74	33,728	57	36,128	64	18
23 SEATTLE, WA	17,600	88	28,008	99	36,340	63	12
24 DENVER, CO	17,362	91	34,998	46	42,856	20	13
25 NASHVILLE-DAVIDSON, TN	18,200	82	31,304	70	37,128	54	16
26 ST LOUIS, MO	20,610	36	36,048 f	38	36,848 f	42	20 f
27 KANSAS CITY, MO	18,000	85	30,510	77	36,000	66	15
28 EL PASO, TX	18,300	80	32,330	64	32,330	85	24
29 ATLANTA, GA	22,060	19	34,868	47	43,368	16	14
30 PITTSBURGH, PA	22,000	21	42,500	4	44,100	10	10
31 OKLAHOMA CITY, OK	17,034	94	26,900	95	27,964	97	18
32 CINCINNATI, OH	18,177	71	36,774	38	38,951	40	13
33 FORT WORTH, TX	20,300	47	32,500	62	33,100 b	82	25
34 MINNEAPOLIS, MN	20,324	37	36,345	19	43,294	17	11
35 PORTLAND, OR	19,216	62	31,983	66	36,529	61	16
36 HONOLULU, HI	23,035	11	37,400	24	43,979	11	14
37 LONG BEACH, CA	23,423	9	36,632	13	46,227	5	14
38 TULSA, OK	16,563	98	29,063	84	34,589	73	15
39 BUFFALO, NY	19,432	59	34,817	49	37,904	48	14
40 TOLEDO, OH	20,250	39	36,800 f	38	36,875 f	67	15
41 MIAMI, FL	23,000	13	36,800	18	42,500	21	14
42 AUSTIN, TX	19,450	68	30,860	78	30,960 b	92	15
43 OAKLAND, CA	23,220	10	30,070 a	73	37,279	51	1
44 ALBUQUERQUE, NM	17,200	92	26,215	98	30,015	94	17
45 TUCSON, AZ	19,640	54	36,263	36	36,280	37	13
46 NEWARK, NJ	20,867	33	40,832	8	42,357	22	12
47 CHARLOTTE, NC	19,628	58	34,808	50	37,338	49	24
48 OMAHA, NE	18,400	79	36,800	30	40,480	31	19
49 LOUISVILLE, KY	16,644	97	30,458	78	34,034	78	16
50 BIRMINGHAM, AL	19,818	51	27,620	91	31,046	91	11

(continued)

TABLE I-1 (Continued)

		BA	MA	MAX	Steps To Maximum
		Minimum Rank	Maximum Rank	Maximum Rank	Rank Maximum
51	WICHITA, KS	\$20,018	44	\$38,300	87
52	SACRAMENTO, CA	21,967	23	39,900	74
53	TAMPA, FL	19,061	68	31,200	71
54	ST. PAUL, MN	21,263	28	38,180	21
55	NORFOLK, VA	21,636	26	34,700	61
56	VIRGINIA BEACH, VA	22,000	20	38,000	32
57	ROCHESTER, NY	26,067	1	47,000	1
58	AKRON, OH	18,800	73	36,210	43
59	ST. PETERSBURG, FL	20,200	40	38,300	61
60	CORPUS CHRISTI, TX	18,200	63	30,375	81
61	JERSEY CITY, NJ	21,850	25	46,800	2
62	ANAHEIM, CA	22,300	15	38,700	11
63	BATON ROUGE, LA	17,823	88	24,721	100
64	RICHMOND, VA	20,301	38	32,212	95
65	FRESNO, CA	22,864	14	34,000 a	48
66	COLORADO SPRINGS, CO	18,820	50	36,804	40
67	SHREVEPORT, LA	18,000	83	28,000	98
68	LEXINGTON-FAYETTE, KY	18,146	64	31,100	72
69	SANTA ANA, CA	22,117	18	38,071	15
70	DAYTON, OH	20,111	43	34,407	54
71	JACKSON, MS	18,694	78	28,500	96
72	MOBILE, AL	18,820	72	28,327	97
73	YONKERS, NY	20,879	32	42,245	6
74	DES MOINES, IA	18,250	81	31,400	68
75	KNOXVILLE, TN	18,040	84	28,315	88
76	GRAND RAPIDS, MI	20,578	31	37,140	27
77	MONTGOMERY, AL	18,578	67	27,320	98
78	LUBBOCK, TX	18,000	86	30,400	80
79	ANCHORAGE, AK	23,863	6	41,836	7
80	FORT WAYNE, IN	19,633	66	36,910	28
81	LINCOLN, NE	17,475	90	31,800	67
82	SPOKANE, WA	16,782	95	27,002	84
83	RIVERSIDE, CA	24,200	3	38,700	10
84	MADISON, WI	19,888	82	36,436	42
85	HUNTINGTON BEACH, CA	23,700	7	38,184 c	14
86	SYRACUSE, NY	23,443	8	33,316 c	90
87	CHATTANOOGA, TN	18,000	70	30,867	78
88	COLUMBUS, GA	18,835	49	30,428	70
89	LAS VEGAS, NV	18,400	78	30,082	82
90	SALT LAKE CITY, UT	17,100	93	29,042	85
91	WORCESTER, MA	18,052	53	33,885	98
92	WARREN, MI	22,133	17	43,000	3
93	KANSAS CITY, KS	18,800	75	27,684	90
94	ARLINGTON, TX	19,807	48	35,800	
95	FLINT, MI	21,622	24	38,051	12
96	AURORA, CO	18,133	85	35,834	37
97	TACOMA, WA	18,000	69	30,936	83
98	LITTLE ROCK, AR	18,301	100	27,488	92
99	PROVIDENCE, RI	19,305	61	37,300	25
100	GREENSBORO, NC	20,360	38	34,000	58
	AVERAGE	\$20,106		\$34,271	
				\$37,800	7.9

Note: Longevity increments are not included in the maximum salary figures. The steps column represents years to the maximum in the MA paylane. Maximum corresponds to the Ph.D. paylane except as noted. a=AFT estimate, b=maximum scheduled salary listed by the ERS, c=15 years of experience, d=BA+30, e=includes 7% pension pick-up, and f=not continuous increments.

TABLE I-2

1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY MA-MAXIMUM SALARY

	BA Minimum	MA Rank	Steps Maximum	To Max		BA Minimum	MA Rank	Steps Maximum	To Max
1 ROCHESTER, NY	\$26,067	1	\$47,800	28	51 NORFOLK, VA	\$21,535	26	\$34,750	18
2 JERSEY CITY, NJ	21,560	25	45,000	17	52 BALTIMORE, MD	19,000	99	34,001 f	12 f
3 WARREN, MI	22,133	17	48,000	12	53 SAN ANTONIO, TX	18,500	77	34,500	16
4 PITTSBURGH, PA	22,000	21	42,500	10	54 DAYTON, OH	20,111	43	34,497	15
5 NEW YORK, NY	23,000	12	42,345 f	15 f	55 DALLAS, TX	21,000	30	34,200	19
6 YONKERS, NY	20,879	32	42,345 f	15 f	56 GREENSBORO, NC	20,350	38	34,000	21
7 ANCHORAGE, AK	23,863	8	41,200	11	57 JACKSONVILLE, FL	18,810	74	33,726	18
8 NEWARK, NJ	20,867	33	40,832	13	58 WORCESTER, MA	19,652	53	33,595	11
9 DETROIT, MI	22,324	18	40,800	11	59 HOUSTON, TX	20,000	48	33,500	20
10 RIVERSIDE, CA	24,268	3	38,700	14	60 SYRACUSE, NY	23,443	8	33,316 c	15
11 ANAHEIM, CA	22,306	15	32,700	12	61 ST. PETERSBURG, FL	20,250	40	33,200 f	17
12 FORT. MI	21,622	24	38,861 e	12	62 FORT WORTH, TX	20,000	47	32,500	25
13 LONG BEACH, CA	23,423	9	38,832	14	63 SAN JOSE, CA	21,922	22	32,414	10
14 HUNTINGTON BEACH, CA	23,700	7	38,164	10	64 EL PASO, TX	18,300	80	32,330	24
15 SANTA ANA, CA	22,117	18	38,071	12	65 RICHMOND, VA	20,301	38	32,212	18
16 LOS ANGELES, CA	25,318	2	38,700	10	66 PORTLAND, OR	19,216	62	31,963	16
17 PHILADELPHIA, PA	20,000	45	38,778	11	67 LINCOLN, NE	17,475	90	31,859	17
18 MIAMI, FL	23,000	13	38,800	14	68 DES MOINES, IA	18,250	81	31,408	16
19 MINNEAPOLIS, MN	20,324	37	38,945 f	11 f	69 MEMPHIS, TN	19,100	68	31,327	22
20 WASHINGTON, DC	21,357	27	38,194	13	70 NASHVILLE, TN	18,200	82	31,304	16
21 ST. PAUL, MN	21,283	28	38,180	12	71 TAMPA, FL	19,051	68	31,252	17
22 VIRGINIA BEACH, VA	22,000	20	38,800	23	72 LEXINGTON, KY	19,148	84	31,106	16
23 CHICAGO, IL	19,092	67	37,900 e	15	73 OAKLAND, CA	23,220	10	30,970 a	13
24 HONOLULU, HI	23,035	11	37,400	14	74 SACRAMENTO, CA	21,987	23	30,982	12
25 PROVIDENCE, RI	19,305	61	37,300	10	75 AUSTIN, TX	19,450	58	30,950	15
26 CLEVELAND, OH	19,344	60	37,221	10	76 CHATTANOOGA, TN	19,000	70	30,587	17
27 GRAND RAPIDS, MI	20,879	31	37,140	11	77 KANSAS CITY, MO	18,000	85	30,510	15
28 FORT WAYNE, IN	19,633	55	38,810	18	78 LOUISVILLE, KY	16,644	97	30,456	17
29 MILWAUKEE, WI	20,158	41	38,874	16	79 COLUMBUS, GA	19,835	49	30,423	18
30 OMAHA, NE	18,400	79	38,800 f	20 f	80 LUBBOCK, TX	18,000	98	30,400 a	36
31 BOSTON, MA	24,031	5	38,700	7	81 CORPUS CHRISTI, TX	19,200	63	30,275	24
32 COLUMBUS, OH	20,619	34	38,988	15	82 LAS VEGAS, NV	18,400	78	30,082	11
33 PHOENIX, AZ	20,123	42	38,473	13	83 TACOMA, WA	16,686	98	30,035	13
34 SAN FRANCISCO, CA	24,260	4	38,813 a	14	84 TULSA, OK	16,583	98	29,093	15
35 TUCSON, AZ	19,640	54	38,283	14	85 SALT LAKE CITY, UT	17,188	93	29,042	12
36 ST. LOUIS, MO	20,610	35	38,048 f	20 f	86 JACKSON, MS	12,094	78	28,582	20
37 AURORA, CO	19,133	66	38,834	13	87 WICHITA, KS	20,016	44	28,386	11
38 TOLEDO, OH	20,250	39	38,800 f	15	88 KNOXVILLE, TN	18,040	84	28,315	18
39 CINCINNATI, OH	18,977	71	38,774	13	89 SEATTLE, WA	17,800	88	28,008	12
40 COLORADO SPRINGS, CO	19,820	8c	38,884	17	90 KANSAS CITY, KS	18,800	75	27,884	15
41 ARLINGTON, TX	19,907	48	38,800	20	91 BIRMINGHAM, AL	19,818	51	27,620	12
42 MADISON, WI	19,688	62	38,438	15	92 LITTLE ROCK, AR	16,301	100	27,488	14
43 AKRON, OH	18,890	73	38,810	13	93 MONTGOMERY, AL	19,578	57	27,320	25
44 SAN DIEGO, CA	21,031	29	38,100	12	94 SPOKANE, WA	16,702	98	27,002	11
45 DENVER, CO	17,302	91	34,900	13	95 OKLAHOMA CITY, OK	17,034	94	26,909	18
46 FRESNO, CA	22,884	14	34,930 a	6	96 NEW ORLEANS, LA	16,543	90	26,800	15
47 ATLANTA, GA	22,050	19	34,866	14	97 MOBILE, AL	18,929	72	26,327	20
48 INDIANAPOLIS, IN	17,904	87	34,987	20	98 ALBUQUERQUE, NM	17,200	92	26,215	18
49 BUFFALO, NY	19,432	59	34,817	14	99 SHREVEPORT, LA	18,068	83	25,826	15
50 CHARLOTTE, NC	19,628	58	34,808 c	25	100 BATON ROUGE, LA	17,523	89	24,721	14

See Table I-1 for notes

AVERAGE

\$20,105

\$34,271

15

TABLE I-3

**1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY BA-MINIMUM SALARY**

	BA Minimum	MA Medium	Steps Rank	To Max		BA Minimum	MA Medium	Steps Rank	To Max
1 LOS ANGELES, CA	\$29,067	\$33,730	16	16	61 BIRMINGHAM, AL	\$19,516	\$27,880	91	12
2 ROCHESTER, NY	25,316	47,802	1	26	62 MADISON, WI	19,882	36,438	42	15
3 RIVERSIDE, CA	24,202	39,795	10	14	63 WORCESTER, MA	19,462	33,595	58	11
4 SAN FRANCISCO, CA	24,200	33,313	8	34	64 TUCSON, AZ	19,840	38,293	35	14
5 BOSTON, MA	24,031	36,700	31	7	65 PORT WAYNE, IN	19,933	38,910	28	18
6 ANCHORAGE, AK	23,963	41,336	7	11	66 CHARLOTTE, NC	19,882	34,808	50	25
7 HUNTINGTON BEACH, CA	23,790	39,164	14	10	67 MONTGOMERY, AL	19,578	27,320	93	25
8 SYRACUSE, NY	23,443	33,316	8	69	68 AUSTIN, TX	19,468	39,886	75	15
9 LONG BEACH, CA	23,423	39,632	13	14	69 BUFFALO, NY	19,432	34,817	49	14
10 OAKLAND, CA	23,220	30,870	8	73	70 CLEVELAND, OH	19,344	37,221	28	16
11 HONOLULU, HI	23,035	37,400	24	14	71 PROVIDENCE, RI	19,305	37,300	25	10
12 NEW YORK, NY	23,000	42,345	1	5	72 PORTLAND, OR	19,216	31,867	68	18
13 MIAMI, FL	23,000	38,500	18	14	73 CORPUS CHRISTI, TX	19,200	38,271	81	24
14 FRESNO, CA	22,884	34,839	8	46	74 LEXINGTON, KY	19,148	31,108	72	18
15 ANAHEIM, CA	22,673	39,758	11	12	75 AURORA, CO	19,133	36,834	37	13
16 DETROIT, MI	22,324	40,803	9	11	76 MEMPHIS, TN	19,100	31,327	68	22
17 WARREN, MI	22,133	43,956	3	12	77 CHICAGO, IL	19,082	37,888	8	23
18 SANTA ANA, CA	22,117	39,071	15	12	78 TAMPA, FL	19,051	31,282	71	17
19 ATLANTA, GA	22,050	34,286	47	14	79 BALTIMORE, MD	19,000	34,881	1	52
20 PITTSBURGH, PA	22,000	42,800	4	10	80 CHATTANOOGA, TN	19,000	30,587	78	17
21 VIRGINIA BEACH, VA	22,000	38,060	22	23	81 CINCINNATI, OH	18,977	36,774	38	13
22 SAN JOSE, CA	21,922	32,414	63	10	82 MOBILE, AL	18,929	26,327	87	20
23 SACRAMENTO, CA	21,867	30,882	74	12	83 AKRON, OH	18,880	36,210	43	13
24 FLINT, MI	21,822	39,851	12	12	84 JACKSONVILLE, FL	18,810	33,728	57	18
25 JERSEY CITY, NJ	21,550	45,505	2	17	85 KANSAS CITY, KS	18,800	27,884	80	15
26 NORFOLK, VA	21,535	34,750	51	18	86 JACKSON, MS	18,884	28,582	86	20
27 WASHINGTON, DC	21,367	38,184	20	13	87 SAN ANTONIO, TX	18,800	34,888	53	18
28 ST. PAUL, MN	21,283	38,150	21	12	88 LAS VEGAS, NV	18,408	30,062	82	11
29 SAN DIEGO, CA	21,031	35,100	44	12	89 OMAHA, NE	18,400	38,800	30	20
30 DALLAS, TX	21,000	34,200	55	19	90 EL PASO, TX	18,300	32,330	64	24
31 GRAND RAPIDS, MI	20,879	37,140	27	11	91 DES MOINES, IA	18,250	31,408	68	16
32 YONKERS, NY	20,879	42,245	8	15	92 NASHVILLE, TN	18,200	31,304	70	16
33 NEWARK, NJ	20,867	40,832	8	13	93 SHREVEPORT, LA	18,088	25,826	90	15
34 COLUMBUS, OH	20,619	38,884	32	15	94 KNOXVILLE, TN	18,040	28,315	86	18
35 ST. LOUIS, MO	20,610	38,048	1	38	95 KANSAS CITY, MO	18,000	30,510	77	15
36 GREENSBORO, NC	20,360	34,980	58	21	96 LUBBOCK, TX	18,000	30,400	80	36
37 MINNEAPOLIS, MN	20,324	38,348	19	11	97 INDIANAPOLIS, IN	17,984	34,887	48	26
38 RICHMOND, VA	20,301	32,212	65	18	98 SEATTLE, WA	17,900	28,308	89	12
39 ST. PETERSBURG, FL.	20,260	33,200	81	17	99 BATON ROUGE, LA	17,823	24,721	100	14
40 TOLEDO, OH	20,250	35,800	1	38	100 LINCOLN, NE	17,478	31,988	67	17
41 MILWAUKEE, WI	20,158	38,874	29	16	101 DENVER, CO	17,382	34,888	45	13
42 PHOENIX, AZ	20,123	48,473	33	13	102 ALBUQUERQUE, NM	17,200	28,215	88	18
43 DAYTON, OH	20,111	34,467	54	15	103 SALT LAKE CITY, UT	17,108	28,042	85	12
44 WICHITA, KS	20,016	28,388	87	11	104 OKLAHOMA CITY, OK	17,034	28,800	95	18
45 FORT WORTH, TX	20,000	32,890	62	26	105 SPOKANE, WA	16,782	27,002	94	11
46 PHILADELPHIA, PA	20,000	38,778	17	11	106 TACOMA, WA	16,886	30,036	83	13
47 HOUSTON, TX	20,000	32,800	58	20	107 LOUISVILLE, KY	16,844	30,456	78	17
48 ARLINGTON, TX	19,907	35,588	41	20	108 TULSA, OK	16,583	29,083	84	15
49 COLUMBUS, GA	19,835	30,423	70	18	109 NEW ORLEANS, LA	16,543	28,800	98	15
50 COLORADO SPRINGS, CO	19,820	35,684	40	17	110 LITTLE ROCK, AR	17,391	27,488	92	14

See Table I-1 for notes

AVERAGE \$20,105 \$34,271 15

TABLE I-4

**1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED WITHIN REGIONS BY STATE/PROVINCE**

	States						States					
	BA		MA		To		BA		MA		To	
	Min.	Rank	Max.	Rank	Max.		Min.	Rank	Max.	Rank	Max.	
NEW ENGLAND												
1 PROVIDENCE, RI	\$19,305	61	\$37,380	25	10		14 CHATTANOOGA, TN	\$19,000	70	\$30,567	76	17
2 BOSTON, MA	24,031	5	38,700	31	7		15 LOUISVILLE, KY	18,644	67	30,456	78	17
3 WORCESTER, MA	19,662	53	33,595	38	11		16 COLUMBUS, GA	18,835	49	30,428	79	18
4 NEW Haven, CT	20,000	44	33,595	38	11		17 JACKSON, MS	18,664	78	28,562	86	20
5 ROCHESTER, NY	26,067	1	47,892	1	26		18 KNOXVILLE, TN	18,040	84	28,315	88	18
6 JERSEY CITY, NJ	21,580	25	45,895	2	17		19 BIRMINGHAM, AL	18,818	51	27,620	91	12
7 PITTSBURGH, PA	22,000	21	42,800	4	10		20 LITTLE ROCK, AR	18,361	100	27,468	92	14
8 NEW YORK, NY	23,000	12	42,345	5	15		21 MONTGOMERY, AL	18,578	57	27,320	93	25
9 YONKERS, NY	26,879	32	42,245	6	15		22 NEW ORLEANS, LA	18,543	99	26,800	98	15
10 NEWARK, NJ	20,867	33	40,832	8	13		23 MOBILE, AL	18,869	72	26,327	97	20
11 PHILADELPHIA, PA	20,000	45	38,778	17	11		24 SHREVEPORT, LA	18,068	83	25,826	98	15
12 WASHINGTON, DC	21,357	27	38,194	20	13		25 BATON ROUGE, LA	17,823	99	24,721	100	14
13 BUFFALO, NY	18,432	89	34,817	49	14							
14 BALTIMORE, MD	18,000	96	34,681	82	12							
15 SYRACUSE, NY	23,443	8	33,516	99	16							
MIDWEST												
1 WARREN, MI	22,133	17	43,986	3	12		1 PHOENIX, AZ	20,123	42	38,473	33	13
2 DETROIT, MI	22,324	16	40,593	9	11		2 TUCSON, AZ	18,640	54	38,203	35	14
3 FLINT, MI	21,622	24	38,661	12	12		3 ARLINGTON, TX	18,907	48	35,506	41	20
4 MINNEAPOLIS, MN	20,324	37	38,346	16	11		4 SAN ANTONIO, TX	18,500	77	34,986	53	16
5 ST. PAUL, MN	21,263	28	38,180	21	12		5 DALLAS, TX	21,000	30	34,200	55	19
6 CHICAGO, IL	18,062	67	37,986	23	15		6 HOUSTON, TX	20,000	48	33,800	59	20
7 CLEVELAND, OH	18,344	60	37,221	26	16		7 FORT WORTH, TX	20,000	47	32,800	62	25
8 GRAND RAPIDS, MI	20,879	31	37,140	27	11		8 EL PASO, TX	18,361	90	32,330	64	24
9 FORT WAYNE, IN	19,633	58	36,910	28	18		9 AUSTIN, TX	19,480	58	30,800	75	15
10 MILWAUKEE, WI	20,158	41	36,874	29	16		10 LUBBOCK, TX	18,000	98	30,400	80	38
11 COLUMBUS, OH	20,618	34	36,898	32	15		11 CORPUS CHRISTI, TX	19,200	63	30,575	81	24
12 TOLEDO, OH	20,250	38	36,800	38	15		12 TULSA, OK	16,563	98	29,093	84	15
13 CINCINNATI, OH	18,877	71	36,774	39	13		13 OKLAHOMA CITY, OK	17,034	94	28,800	95	18
14 MADISON, WI	19,688	52	35,436	42	15		14 ALBUQUERQUE, NM	17,200	92	28,215	98	18
15 AKRON, OH	18,860	73	35,210	43	13							
16 INDIANAPOLIS, IN	17,864	87	34,987	48	20							
17 DAYTON, OH	20,111	43	34,487	54	15							
SOUTHEAST												
1 OMAHA, NE	18,400	79	38,900	30	20		1 RIVERSIDE, CA	24,288	3	38,765	10	14
2 ST. LOUIS, MO	20,310	35	38,048	38	20		2 ANAHEIM, CA	22,398	15	38,768	11	12
3 LINCOLN, NE	17,475	90	31,986	67	17		3 LONG BEACH, CA	23,423	9	38,532	13	14
4 DES MOINES, IA	16,280	81	31,406	98	18		4 HUNTINGTON BEACH	23,790	7	38,184	14	10
5 KANSAS CITY, MO	16,000	85	30,510	77	15		5 SANTA ANA, CA	22,117	18	38,071	15	12
6 WICHITA, KS	20,018	44	28,396	87	11		6 LOS ANGELES, CA	25,316	2	38,768	16	10
7 KANSAS CITY, KS	18,800	78	27,984	90	15		7 SAN FRANCISCO, CA	24,280	4	38,313	34	14
FLORIDA												
1 MIAMI, FL	23,000	13	\$1,800	18	14		8 SAN DIEGO, CA	21,031	29	36,108	44	12
2 VIRGINIA BEACH, VA	22,000	20	38,000	22	23		9 FRESNO, CA	22,884	14	34,036	48	6
3 ATLANTA, GA	22,080	19	34,986	47	14		10 SAN JOSE, CA	21,922	22	32,414	63	10
4 CHARLOTTE, NC	19,828	58	34,806	50	25		11 PORTLAND, OR	19,216	62	31,963	66	16
5 NORFOLK, VA	21,635	26	34,780	51	18		12 OAKLAND, CA	23,220	10	30,870	73	13
6 GREENSBORO, NC	20,360	38	34,000	98	21		13 SACRAMENTO, CA	21,887	23	30,982	74	12
7 JACKSONVILLE, FL	18,810	74	33,726	57	18		14 LAS VEGAS, NV	18,408	78	30,062	82	11
8 ST. PETERSBURG, FL	20,280	40	33,200	61	17		15 TACOMA, WA	18,986	98	30,036	83	13
9 RICHMOND, VA	20,301	36	32,212	98	18		16 SEATTLE, WA	17,600	88	28,008	89	12
10 MEMPHIS, TN	19,100	98	31,327	98	22		17 SPOKANE, WA	16,782	95	27,002	94	11
11 NASHVILLE, TN	18,200	82	31,304	70	18							
12 TAMPA, FL	19,061	98	31,252	71	17							
13 LEXINGTON, KY	19,148	64	31,106	72	18							
							ANCHORAGE, AK	23,863	6	41,338	7	11
							HONOLULU, HI	23,036	11	37,400	24	14
							AVERAGE	\$20,106		\$34,271		15

TABLE I-5

**AVERAGE ANNUAL CHANGE BETWEEN BA-MINIMUM AND MA-MAXIMUM FOR 1985-86 IN DOLLARS
RANKED BY AVERAGE ANNUAL CHANGE**

	BA-Min	MA-Max	BA-Min to MA-Max				BA-Min	MA-Max	BA-Min to MA-Max			
			Rank	Step	Annual Change	Rank			Rank	Step	Annual Change	
1 PITTSTURGH, PA	\$22,000	\$42,500	4	10	\$6,000	51 ATLANTA, GA	\$22,050	\$34,800	47	14	\$618	
2 WARREN, MI	22,133	43,968	3	12	1,819	52 SEATTLE, WA	17,800	28,000	39	12	867	
3 BOSTON, MA	24,031	36,700	31	7	1,810	53 SAN FRANCISCO, CA	24,260	38,313	34	14	961	
4 PROVIDENCE, RI	19,306	37,360	26	10	1,806	54 INDIANAPOLIS, IN	17,884	34,987	48	20	844	
5 PHILADELPHIA, PA	20,000	38,778	17	11	1,797	55 ROCHESTER, NY	26,067	47,982	1	26	838	
6 DETROIT, MI	22,284	40,803	9	11	1,803	56 TULSA, OK	16,883	28,000	34	15	822	
7 MINNEAPOLIS, MN	20,324	38,346	19	11	1,806	57 LINCOLN, NE	17,475	31,988	67	17	834	
8 ANCHORAGE, AK	23,863	41,336	7	11	1,800	58 KANSAS CITY, MO	18,000	30,510	77	15	834	
9 HUNTINGTON BEACH	23,768	39,184	14	10	1,800	59 JACKSONVILLE, FL	18,810	33,726	57	18	839	
10 NEWARK, NJ	20,867	40,832	8	13	1,800	60 DES MOINES, IA	18,250	31,400	66	16	822	
11 FLINT, MI	21,822	38,651	12	12	1,802	61 NASHVILLE, TN	18,200	31,304	70	16	819	
12 GRAND RAPIDS, MI	20,879	37,140	27	11	1,478	62 LOUISVILLE, KY	18,844	30,483	78	17	812	
13 ANAHEIM, CA	22,398	39,758	11	12	1,447	63 PORTLAND, OR	18,216	31,983	68	19	797	
14 YONKERS, NY	20,879	42,248	6	15	1,434	64 LITTLE ROCK, AR	16,391	27,488	92	14	783	
15 SANTA ANA, CA	22,117	38,071	15	12	1,413	65 ARLINGTON, TX	18,807	36,588	41	20	784	
16 JERSEY CITY, NJ	21,560	45,586	2	17	1,413	66 ST. LOUIS, MO	20,610	38,048	36	20	772	
17 ST. PAUL, MN	21,263	38,180	21	12	1,408	67 AUSTIN, TX	18,450	30,800	75	15	797	
18 DENVER, CO	17,382	34,988	45	13	1,392	68 ST. PETERSBURG, FL	20,250	33,200	61	17	782	
19 LOS ANGELES, CA	25,316	38,788	18	10	1,348	69 WICHITA, KS	20,010	28,388	87	11	761	
20 BALTIMORE, MD	19,000	34,981	52	12	1,306	70 SACRAMENTO, CA	21,867	30,982	74	12	788	
21 WASHINGTON, DC	21,357	38,184	20	13	1,306	71LEXINGTON, KY	19,148	31,106	72	18	747	
22 AURORA, CO	18,133	36,934	37	13	1,292	72 NORFOLK, VA	21,535	34,750	51	18	734	
23 CINCINNATI, OH	18,877	36,774	30	13	1,292	73 TAMPA, FL	19,051	31,282	71	17	718	
24 NEW YORK, NY	23,000	42,345	5	15	1,290	74 VIRGINIA BEACH, VA	22,000	38,060	22	23	688	
25 WORCHESTER, MA	19,652	33,896	58	11	1,298	75 DALLAS, TX	21,000	34,200	56	19	685	
26 CHICAGO, IL	18,062	37,958	23	15	1,298	76 NEW ORLEANS, LA	18,543	28,800	96	15	684	
27 PHOENIX, AZ	20,123	38,473	33	13	1,298	77 CHATTANOOGA, TN	19,000	30,867	76	17	680	
28 AKRON, OH	18,860	36,210	43	13	1,295	78 HOUSTON, TX	20,000	33,800	56	20	678	
29 TUCSON, AZ	19,640	36,263	36	14	1,187	79 RICHMOND, VA	20,301	32,212	66	18	652	
30 SAN DIEGO, CA	21,031	36,100	44	12	1,173	80 SYRACUSE, NY	23,443	33,318	60	15	658	
31 LONG BEACH, CA	23,423	38,532	13	14	1,161	81 GREENSBORO, NC	20,350	34,080	56	21	654	
32 CLEVELAND, OH	18,344	37,221	29	19	1,117	82 BIRMINGHAM, AL	18,818	27,820	91	12	680	
33 MIAMI, FL	23,000	36,500	18	14	1,107	83 CHARLOTTE, NC	18,828	34,808	50	25	607	
34 RIVERSIDE, CA	24,268	36,795	10	14	1,107	84 OAKLAND, CA	23,220	30,870	73	13	598	
35 BUFFALO, NY	18,432	34,817	49	14	1,098	85 KANSAS CITY, KS	18,800	27,984	90	15	591	
36 COLUMBUS, OH	20,919	36,688	32	15	1,085	86 COLUMBUS, GA	19,836	30,428	79	18	598	
37 LAS VEGAS, NV	18,400	30,082	62	11	1,088	87 EL PASO, TX	18,300	32,330	64	24	588	
38 MADISON, WI	19,688	36,438	42	16	1,088	88 JACKSONVILLE, TN	18,040	28,315	88	18	571	
39 SAN JOSE, CA	21,922	32,414	63	10	1,046	89 MEMPHIS, TN	18,100	31,227	66	22	588	
40 MILWAUKEE, WI	20,158	38,874	29	19	1,048	90 OKLAHOMA CITY, OK	17,034	28,970	95	18	540	
41 TOLEDO, OH	20,250	36,800	38	16	1,037	91 BATON ROUGE, LA	17,523	24,721	100	14	514	
42 TACOMA, WA	19,686	30,035	63	13	1,027	92 SHREVEPORT, LA	18,088	25,628	98	15	504	
43 HONOLULU, HI	23,036	37,400	24	14	1,028	93 ALBUQUERQUE, NM	17,200	26,215	98	18	501	
44 SAN ANTONIO, TX	18,800	34,888	63	10	1,008	94 FORT WORTH, TX	20,000	32,500	62	25	500	
45 SALT LAKE CITY, UT	17,188	29,042	85	12	980	95 JACKSON, MS	18,884	28,582	88	20	484	
46 FORT WAYNE, IN	19,633	36,910	28	18	980	96 CORPUS CHRISTI, TX	19,200	30,275	81	24	481	
47 DAYTON, OH	20,111	34,487	64	16	980	97 MOBILE, AL	18,820	26,227	97	20	370	
48 COLORADO SPRINGS	19,820	36,884	40	17	981	98 LUBBOCK, TX	18,000	30,400	80	36	344	
49 SPOKANE, WA	19,782	27,002	94	11	928	99 MONTGOMERY, AL	19,578	27,320	83	25	310	
50 OMAHA, NE	18,400	38,800	30	20	920	100 FREBNO, CA	22,884	34,838	46			
						AVERAGE	\$89,986	\$34,271	51	18	3883	

TABLE I-6

**RATIO OF 1988-89 MA-MAXIMUM TO BA-MINIMUM SALARIES
RANKED BY THE MA-MAXIMUM TO BA-MINIMUM RATIO**

	MA-Max						MA-Max					
	to						to					
	BA-Min	MA-Max	Ran	Step	BA-Min	MA-Max	Ran	Step	BA-Min	MA-Max	Ran	Step
1 JERSEY CITY, NJ	\$21,550	\$45,505	2	17	\$2,11	51 WORCESTER, MA	\$19,852	\$33,586	58	11	1.71	
2 YONKERS, NY	20,879	42,245	6	15	2.02	52 KANSAS CITY, MO	18,000	30,810	77	15	1.70	
3 DENVER, CO	17,382	34,906	45	13	2.01	53 SALT LAKE CITY, UT	17,168	29,042	85	12	1.69	
4 OMAHA, NE	18,400	38,800	30	20	2.00	54 LUBBOCK, TX	18,000	30,400	80	36	1.69	
5 CHICAGO, IL	19,002	37,968	23	15	1.99	55 LONG BEACH, CA	23,423	38,632	13	14	1.69	
6 WARREN, MI	22,133	43,986	3	12	1.98	56 LITTLE ROCK, AR	18,381	27,488	92	14	1.68	
7 NEWARK, NJ	20,887	40,832	8	13	1.98	57 HOUSTON, TX	20,000	33,800	88	20	1.68	
8 PHILADELPHIA, PA	20,000	38,778	17	11	1.94	58 GREENSBORO, NC	20,380	34,000	58	21	1.67	
9 INDIANAPOLIS, IN	17,884	34,867	48	20	1.94	59 MIAMI, FL	23,000	38,800	18	14	1.67	
10 PROVIDENCE, RI	18,306	37,380	25	10	1.94	60 SAN DIEGO, CA	21,031	36,109	44	12	1.67	
11 PITTSBURGH, PA	22,000	42,800	4	10	1.93	61 PORTLAND, OR	19,218	31,983	68	16	1.66	
12 CLEVELAND, OH	19,344	37,221	28	16	1.92	62 HUNTINGTON BEACH	23,788	38,184	14	10	1.66	
13 MINNEAPOLIS, MN	20,324	38,345	19	11	1.92	63 TAMPA, FL	19,061	31,252	71	17	1.64	
14 CINCINNATI, OH	18,977	36,774	30	13	1.92	64 MEMPHIS, TN	19,100	31,327	69	22	1.64	
15 FORT WAYNE, IN	19,833	38,910	28	18	1.92	65 ST. PETERSBURG, FL	20,280	33,200	61	17	1.64	
16 AURORA, CO	19,133	38,934	37	13	1.91	66 RIVERSIDE, CA	24,388	38,765	10	14	1.64	
17 SAN ANTONIO, TX	18,500	34,508	53	16	1.87	67 LAS VEGAS, NV	18,408	30,062	82	11	1.63	
18 AKRON, OH	18,880	35,210	43	13	1.86	68 DALLAS, TX	21,000	34,200	55	19	1.63	
19 TUCSON, AZ	19,640	38,203	35	14	1.86	69 PORT WORTH, TX	20,000	32,500	62	25	1.63	
20 NEW YORK, NY	23,000	42,346	5	15	1.84	70 LEXINGTON, KY	19,148	31,108	72	16	1.62	
21 ROCHESTER, NY	20,067	47,902	1	28	1.84	71 HONOLULU, HI	23,036	37,400	24	14	1.62	
22 FLINT, MI	21,022	38,951	12	12	1.83	72 NEW ORLEANS, LA	18,843	38,800	98	15	1.62	
23 LOUISVILLE, KY	16,644	30,458	78	17	1.83	73 NORFOLK, VA	21,535	34,750	51	18	1.61	
24 MILWAUKEE, WI	20,158	38,874	29	16	1.83	74 CHATTANOOGA, TN	19,000	30,887	78	17	1.61	
25 BALTIMORE, MD	19,000	34,881	52	12	1.82	75 SPOKANE, WA	18,782	27,002	94	11	1.61	
26 DETROIT, MI	22,324	40,503	9	11	1.81	76 SEATTLE, WA	17,800	28,008	89	12	1.60	
27 PHOENIX, AZ	20,123	38,473	33	13	1.81	77 AUSTIN, TX	19,450	30,950	75	15	1.60	
28 LINCOLN, NE	17,475	31,069	67	17	1.81	78 RICHMOND, VA	20,301	32,212	65	18	1.60	
29 TACOMA, WA	16,986	30,035	83	13	1.80	79 ATLANTA, GA	22,060	34,808	47	14	1.58	
30 MADISON, WI	19,988	35,438	42	15	1.80	80 OKLAHOMA CITY, OK	17,034	28,809	95	18	1.58	
31 COLORADO SPRINGS	19,820	36,854	40	17	1.80	81 CORPUS CHRISTI, TX	19,200	30,275	81	24	1.58	
32 JACKSONVILLE, FL	18,810	33,728	57	18	1.79	82 KNOXVILLE, TN	18,040	28,315	88	18	1.57	
33 ST. PAUL, MN	21,283	38,150	21	12	1.78	83 COLUMBUS, GA	19,835	30,428	79	18	1.53	
34 BUFFALO, NY	19,432	34,817	49	14	1.78	84 JACKSON, MS	18,004	28,582	86	20	1.53	
35 WASHINGTON, DC	21,357	38,194	20	15	1.78	85 BOSTON, MA	24,031	38,700	31	7	1.53	
36 ARLINGTON, TX	19,907	36,800	41	20	1.78	86 LOS ANGELES, CA	26,316	38,798	16	10	1.53	
37 GRAND RAPIDS, MI	20,879	37,140	27	11	1.78	87 ALBUQUERQUE, NM	17,200	26,215	98	18	1.52	
38 ANAHEIM, CA	22,386	38,758	11	12	1.78	88 SAN FRANCISCO, CA	24,200	38,313	34	14	1.50	
39 COLUMBUS, OH	20,919	38,888	32	15	1.77	89 SAN JOSE, CA	21,822	32,414	63	10	1.48	
40 CHARLOTTE, NC	19,828	34,908	80	25	1.77	90 KANSAS CITY, KS	18,800	27,684	80	15	1.47	
41 TOLEDO, OH	20,280	36,800	38	15	1.77	91 SYRACUSE, NY	23,443	33,316	60	15	1.42	
42 EL PASO, TX	18,300	32,330	94	24	1.77	92 SHREVEPORT, LA	18,006	26,626	99	15	1.42	
43 SANTA ANA, CA	22,117	39,071	15	12	1.77	93 WICHITA, KS	20,018	28,300	87	11	1.42	
44 TULSA, OK	18,883	29,008	84	15	1.76	94 SACRAMENTO, CA	21,887	30,982	74	12	1.42	
45 ST. LOUIS, MO	20,910	38,048	38	20	1.76	95 BATON ROUGE, LA	17,523	24,721	100	14	1.41	
46 ANCHORAGE, AK	23,863	41,338	7	11	1.76	96 MONTGOMERY, AL	19,578	27,320	93	25	1.40	
47 VIRGINIA BEACH, VA	22,000	36,000	22	23	1.76	97 BIRMINGHAM, AL	19,818	27,620	91	12	1.39	
48 DES MOINES, IA	18,280	31,408	68	16	1.76	98 MOBILE, AL	18,928	26,327	97	20	1.38	
49 NASHVILLE, TN	18,200	31,304	70	16	1.75	99 OAKLAND, CA	23,220	30,870	73	13	1.33	
50 DAYTON, OH	20,111	34,497	54	15	1.75	100 FREBNO, CA	22,884	34,939	46			
						AVERAGE	\$20,085	\$34,271	51	16	1.71	

TABLE I-7

1989 COST-OF-LIVING INDEX (AVERAGE OF 200 U.S. CITIES=100)
(Derived From the ACCRA Index)

LISTED ALPHABETICALLY				RANKED BY INDEX			
COL. Index	City	COL. Index	City	COL. Index	City	COL. Index	City
93.6	AKRON, OH	94.3	LOUISVILLE, KY	100.0	NEW YORK, NY	103.6	ALBUQUERQUE, NM
101.5	ALBUQUERQUE, NM	98.4	LUBBOCK, TX	100.0	YONKERS, NY	103.6	AURORA, CO
132.3	ANAHEIM, CA	102.2	b MADISON, WI	100.0	BOSTON, MA	103.6	BENNETT, CO
126.7	ANCHORAGE, AK	98.2	MEMPHIS, TN	100.0	SAN FRANCISCO, CA	103.6	LAS VEGAS, NV
103.2	ARLINGTON, TX	110.1	MIAMI, FL	100.0	JEROME CITY, NJ	103.6	DAYTON, OH
106.5	ATLANTA, GA	102.0	MILWAUKEE, WI	100.0	NEWARK, NJ	103.6	NORFOLK, VA
101.8	AURORA, CO	98.8	MINNEAPOLIS, MN	100.0	PEAMONT, GA	103.6	VALENCIA BEACH, VA
94.8	AUSTIN, TX	98.7	MOBILE, AL	100.0	WILMINGTON BEACH	103.6	ST. PAUL, MN
108.5	BALTIMORE, MD	97.9	MONTGOMERY, AL	100.0	SANTA ANA, CA	103.6	CINCINNATI, OH
93.5	BATON ROUGE, LA	99.9	NASHVILLE, TN	100.0	SAN DIEGO, CA	99.8	TACOMA, WA
98.5	BIRMINGHAM, AL	97.8	NEW ORLEANS, LA	100.0	WASHINGTON, DC	99.8	LEXINGTON, KY
152.3	BOSTON, MA	107.2	NEW YORK, NY	100.0	PHILADELPHIA, PA	99.9	MINNEAPOLIS, MN
107.2	BUFFALO, NY	133.0	NEWARK, NJ	100.0	LONG BEACH, CA	99.7	TUCSON, AZ
99.5	CHARLOTTE, NC	101.1	NORFOLK, VA	100.0	LOS ANGELES, CA	99.6	NASHVILLE, TN
30.2	CHATTANOOGA, TN	119.7	b OAKLAND, CA	100.0	ANCHORAGE, AK	99.6	CHARLOTTE, NC
120.3	CHICAGO, IL	94.2	OKLAHOMA CITY, OK	100.0	PROVIDENCE, RI	99.3	INDIANAPOLIS, IN
100.8	CINCINNATI, OH	92.6	OMAHA, NE	100.0	SAN JOSÉ, CA	98.6	BIRMINGHAM, AL
109.5	CLEVELAND, OH	127.2	PHILADELPHIA, PA	100.0	HONOLULU, HI	98.6	SYRACUSE, NY
91.7	COLORADO SPRINGS, CO	102.8	PHOENIX, AZ	100.0	WORCESTER, MA	98.5	MEMPHIS, TN
93.7	COLUMBUS, GA	102.5	PITTSBURGH, PA	100.0	CHICAGO, IL	97.9	EL PASO, TX
102.4	COLUMBUS, OH	103.0	PORTLAND, OR	100.0	OAKLAND, CA	97.8	NEW ORLEANS, LA
97.2	CORPUS CHRISTI, TX	123.2	PROVIDENCE, RI	100.0	ROCHESTER, NY	97.6	MONTGOMERY, AL
103.8	DALLAS, TX	107.2	RICHMOND, VA	100.0	SACRAMENTO, CA	97.5	GREENSBORO, NC
101.1	DAYTON, OH	106.7	RIVERSIDE, CA	100.0	SEATTLE, WA	97.5	ST. LOUIS, MO
101.5	DENVER, CO	114.4	b ROCHESTER, NY	100.0	MIAMI, FL	97.3	WICHITA, KS
103.2	DES MOINES, IA	114.1	SACRAMENTO, CA	100.0	DETROIT, MI	97.2	CORPUS CHRISTI, TX
110.0	b DETROIT, MI	94.8	SALT LAKE CITY, UT	100.0	WARREN, MI	97.1	SAN ANTONIO, TX
97.8	EL PASO, TX	97.1	SAN ANTONIO, TX	100.0	BALTIMORE, MD	97.0	JACKSON, MS
104.0	a FLINT, MI	131.0	SAN DIEGO, CA	100.0	CLEVELAND, OH	96.8	SHREVEPORT, LA
98.3	FORT WAYNE, IN	144.5	SAN FRANCISCO, CA	100.0	FRESNO, CA	96.7	LITTLE ROCK, AR
103.2	FORT WORTH, TX	123.0	SAN JOSE, CA	100.0	BUFFALO, NY	96.7	MOBILE, AL
108.7	FRESNO, CA	132.3	SANTA ANA, CA	100.0	RICHMOND, VA	96.3	PORT WAYNE, IN
104.0	a GRAND RAPIDS, MI	111.1	SEATTLE, WA	100.0	RIVERSIDE, CA	96.1	KANSAS CITY, KS
97.5	GREENSBORO, NC	98.8	SHREVEPORT, LA	100.0	ATLANTA, GA	96.1	KANSAS CITY, MO
122.5	b HONOLULU, HI	92.1	SPokane, WA	100.0	FLINT, MI	96.0	SALT LAKE CITY, UT
101.9	HOUSTON, TX	97.5	ST. LOUIS, MO	100.0	GRAND RAPIDS, MI	94.9	AUSTIN, TX
132.3	HUNTINGTON BEACH, CA	100.9	ST. PAUL, MN	100.0	BALLARD, TX	94.3	LOUISVILLE, KY
99.3	INDIANAPOLIS, IN	101.6	b ST. PETERSBURG, FL	100.0	ARLINGTON, TX	94.2	OKLAHOMA CITY, OK
97.0	b JACKSON, MS	98.5	SYRACUSE, NY	100.0	BBB-MINNE, IA	94.0	JACKSONVILLE, FL
94.0	JACKSONVILLE, FL	99.9	TACOMA, WA	100.0	PORT WORTH, TX	93.7	COLUMBUS, GA
133.0	a JERSEY CITY, NJ	101.6	b TAMPA, FL	100.0	TOLEDO, OH	93.6	AIRRON, OH
98.1	KANSAS CITY, KS	103.1	TOLEDO, OH	100.0	PORTLAND, OR	93.6	BATON ROUGE, LA
98.1	KANSAS CITY, MO	99.7	TUCSON, AZ	100.0	PHOENIX, AZ	93.4	LUBBOCK, TX
91.7	KNOXVILLE, TN	92.1	TULSA, OK	100.0	PITTSBURGH, PA	93.2	LINCOLN, NE
101.4	LAS VEGAS, NV	101.1	VIRGINIA BEACH, VA	100.0	COLUMBUS, OH	93.0	OMAHA, NE
99.8	LEXINGTON-FAYETTE, KY	110.0	a WARREN, MI	100.0	MADISON, WI	92.1	SPokane, WA
93.2	LINCOLN, NE	128.4	WASHINGTON, DC	100.0	MILWAUKEE, WI	92.1	TULSA, OK
98.7	b LITTLE ROCK, AR	97.3	WICHITA, KS	100.0	HOUSTON, TX	91.7	COLORADO SPRINGS
120.5	LONG BEACH, CA	121.1	WORCESTER, MA	100.0	ST. PETERSBURG, FL	91.7	KNOXVILLE, TN
120.5	LOS ANGELES, CA	157.2	YONKERS, NY	100.0	TAMPA, FL	91.2	CHATTANOOGA, TN
100.0 AVERAGE				100.0 AVERAGE			

a=geographic approximation; b=AFT cost-of-living index

TABLE I-8

**MA-MAXIMUM SALARIES ADJUSTED BY 1989 ACCRA COST-OF-LIVING INDEX
RANKED BY ADJUSTED MA-MAXIMUM SALARY**

ACCRA							ACCRA						
	MA	COL	Adjusted	MA	COL	Adjusted	MA	COL	Adjusted	MA	COL	Adjusted	
	Maximum	Steps	Rank	Index	MA-Max		Maximum	Steps	Rank	Index	MA-Max		
1	ROCHESTER, NY	\$47,892	26	1	114.4	\$41,848	51	KANSAS CITY, MO	\$30,510	15	77	95.1	\$32,082
2	PITTSBURGH, PA	42,500	10	4	102.5	41,463	52	MEMPHIS, TN	31,327	22	99	98.2	31,901
3	WARREN, MI	43,958	12	3	110.0	38,980	53	BALTIMORE, MD	34,861	12	52	109.5	31,654
4	OMAHA, NE	38,800	20	30	92.8	38,741	54	TULSA, OK	29,093	15	84	92.1	31,588
5	COLORADO SPRINGS	35,654	17	40	91.7	38,981	55	CHICAGO, IL	37,958	15	23	120.3	31,553
6	MINNEAPOLIS, MN	38,345	11	19	99.8	38,422	56	PORT WORTH, TX	32,500	26	62	103.2	31,482
7	FORT WAYNE, IN	38,910	18	28	98.3	38,388	57	NASHVILLE, TN	31,304	16	70	99.8	31,430
8	FLINT, MI	39,651	12	12	104.0	38,126	58	LONG BEACH, CA	30,532	14	13	126.5	31,261
9	ST. PAUL, MN	38,150	12	21	100.9	37,810	59	LEXINGTON, KY	31,106	16	72	99.8	31,108
10	VIRGINIA BEACH, VA	38,080	23	22	101.1	37,846	60	CORPUS CHRISTI, TX	30,275	24	81	97.2	31,147
11	AKRON, OH	35,210	13	43	93.8	37,618	61	PORTLAND, OR	31,983	16	68	103.0	31,032
12	RIVERSIDE, CA	39,785	14	10	106.7	37,399	62	KNOXVILLE, TN	28,315	18	88	91.7	30,878
13	ST. LOUIS, MO	36,048	20	36	97.5	36,972	63	TAMPA, FL	31,252	17	71	101.0	30,780
14	DETROIT, MI	40,503	11	9	110.0	36,821	64	NEWARK, NJ	40,832	13	8	133.0	30,701
15	TUCSON, AZ	38,283	14	35	99.7	36,872	65	LOS ANGELES, CA	38,798	10	16	126.5	30,670
16	MILWAUKEE, WI	38,874	18	29	102.0	36,181	66	SALT LAKE CITY, UT	29,042	12	85	94.8	30,635
17	JACKSONVILLE, FL	33,726	18	57	94.0	36,879	67	HONOLULU, HI	37,400	14	24	122.5	30,526
18	COLUMBUS, OH	36,588	15	32	102.4	36,780	68	PHILADELPHIA, PA	38,778	11	17	127.2	30,486
19	GRAND RAPIDS, MI	37,140	11	27	104.0	36,712	69	DES MOINES, IA	31,406	16	68	103.2	30,432
20	SAN ANTONIO, TX	34,598	16	53	97.1	36,891	70	PROVIDENCE, RI	37,380	10	25	123.2	30,325
21	CINCINNATI, OH	35,774	13	39	100.8	36,480	71	TACOMA, WA	30,035	13	83	99.9	30,085
22	PHOENIX, AZ	38,473	13	33	102.8	36,480	72	ANAHEIM, CA	39,758	12	11	132.3	30,061
23	AURORA, CO	35,934	13	37	101.5	36,403	73	RICHMOND, VA	32,212	13	65	107.2	30,049
24	INDIANAPOLIS, IN	34,867	20	48	99.3	36,113	74	WASHINGTON, DC	38,194	13	20	128.4	29,748
25	CHARLOTTE, NC	34,808	25	50	99.5	34,931	75	LAS VEGAS, NV	30,062	11	82	101.4	29,647
26	MIAMI, FL	38,500	14	18	110.1	34,963	76	HUNTINGTON BEACH	39,184	10	14	132.3	29,618
27	GREENSBORO, NC	34,080	21	56	97.5	34,954	77	SANTA ANA, CA	39,071	12	15	132.3	29,532
28	TOLEDO, OH	35,800	15	38	103.1	34,724	78	JACKSON, MS	28,582	20	86	97.0	29,487
29	MADISON, WI	35,438	15	42	102.2	34,889	79	SPOKANE, WA	27,002	11	94	92.1	29,318
30	ARLINGTON, TX	35,586	20	41	103.2	34,483	80	WICHITA, KS	28,388	11	57	97.3	29,174
31	DENVER, CO	34,968	13	45	101.5	34,446	81	KANSAS CITY, KS	27,684	15	90	95.1	29,089
32	NORFOLK, VA	34,750	18	51	101.1	34,572	82	OKLAHOMA CITY, OK	26,909	18	95	94.2	28,569
33	JERSEY CITY, NJ	45,585	17	2	133.0	34,256	83	LITTLE ROCK, AR	27,488	14	92	96.7	28,425
34	DAYTON, OH	34,497	15	54	101.1	34,122	84	BIRMINGHAM, AL	27,620	12	91	96.5	28,041
35	CLEVELAND, OH	37,221	16	26	106.8	33,982	85	MONTGOMERY, AL	27,320	25	93	97.6	27,907
36	LINCOLN, NE	31,850	17	67	93.2	33,866	86	WORCESTER, MA	33,595	11	58	121.1	27,742
37	CHATTANOOGA, TN	30,567	17	78	90.2	33,866	87	NEW ORLEANS, LA	26,800	15	98	97.8	27,403
38	SYRACUSE, NY	33,316	15	60	98.5	33,823	88	MOBILE, AL	26,327	20	97	96.7	27,225
39	EL PASO, TX	32,330	24	64	97.8	33,757	89	SACRAMENTO, CA	30,982	12	74	114.1	27,136
40	DALLAS, TX	34,200	19	56	103.8	32,941	90	NEW YORK, NY	42,345	15	5	157.2	26,937
41	ANCHORAGE, AK	41,336	11	7	126.7	32,865	91	YONKERS, NY	42,245	15	6	157.2	26,873
42	HUSTON, TX	33,500	20	59	101.9	32,878	92	SAN DIEGO, CA	35,109	12	44	131.0	26,801
43	ATLANTA, GA	34,896	14	47	106.5	32,798	93	SHREVEPORT, LA	25,246	15	99	96.8	26,473
44	AUSTIN, TX	30,950	15	76	94.6	32,717	94	BATON ROUGE, LA	24,721	14	100	93.5	26,440
45	ST. PETERSBURG, FL	33,230	17	61	101.6	32,877	95	SAN JOSE, CA	32,414	10	63	123.0	26,353
46	LUBBOCK, TX	30,400	36	80	93.4	32,848	96	OAKLAND, CA	30,970	13	73	119.7	26,873
47	BUFFALO, NY	34,817	14	49	107.2	32,470	97	ALBUQUERQUE, NM	26,215	18	98	101.5	25,828
48	COLUMBUS, GA	30,428	18	79	93.7	32,474	98	SEATTLE, WA	28,008	12	89	111.1	25,210
49	LOUISVILLE, KY	30,486	17	78	94.3	32,297	99	SAN FRANCISCO, CA	36,313	14	34	144.5	25,130
50	FRESNO, CA	34,925	46	106.7	32,143	100	BOSTON, MA	36,700	7	31	152.3	24,097	

(a) Average of 289 U S Cities = 100)

AVERAGE

\$34,771 15.6

106.9 \$32,274

Table I-9

**RATIO OF 1988-89 TEACHERS SALARY TO 1988 AVERAGE ANNUAL PAY IN THE METRO AREA
RANKED BY MA MAX TO AVERAGE PAY RATIO**

	Metro Area				Salary to Annual Pay				Metro Area				Salary to Annual Pay			
	Annual Pay	MA Maximum	Steps	Rank	Annual Pay	MA Maximum	Steps	Rank	Annual Pay	MA Maximum	Steps	Rank	Annual Pay	MA Maximum	Steps	Rank
1 ROCHESTER, NY	\$23,480	\$47,982	26	1	2.04	\$1 DEARBORN, IA	\$20,202	\$31,406	16	.98	1.55					
2 VIRGINIA BEACH, VA	18,985	36,060	23	22	2.00	2 SYRACUSE, NY	21,005	38,316	15	.90	1.64					
3 RIVERSIDE, CA	20,216	39,795	14	10	1.87	4 MEMPHIS, TN	20,371	31,327	22	.90	1.64					
4 FRESNO, CA	17,908	34,938	46	1.88	5 PORT WORTH, TX	21,198	32,590	25	.82	1.63						
5 PITTSBURGH, PA	21,943	42,800	10	4	1.84	6 NASHVILLE, TN	20,469	31,304	16	.70	1.63					
6 EL PASO, TX	16,731	2,330	24	64	1.68	7 DETROIT, MI	20,002	40,503	11	.6	1.82					
7 OMAHA, NE	18,174	6,600	20	30	1.68	8 AURORA, CO	23,441	36,984	13	.37	1.62					
8 TUCSON, AZ	19,108	36,263	14	36	1.68	9 LONG BEACH, CA	26,011	39,532	14	.13	1.62					
9 JERSEY CITY, NJ	24,146	45,586	17	2	1.68	10 LOUISVILLE, KY	20,048	30,466	17	.78	1.62					
10 PROVIDENCE, RI	20,089	37,380	10	25	1.68	11 AUSTIN, TX	20,384	30,960	15	.75	1.62					
11 NORFOLK, VA	18,983	34,750	18	51	1.68	12 RICHMOND, VA	21,283	32,212	18	.65	1.61					
12 COLORADO SPRINGS	19,627	35,654	17	40	1.62	13 HUNTINGTON BEACH	26,011	39,184	10	.14	1.61					
13 SAN ANTONIO, TX	19,325	34,588	18	53	1.70	14 SPOKANE, WA	18,009	27,002	11	.94	1.60					
14 L'NCOLN, NE	17,795	31,059	17	67	1.70	15 ARLINGTON, TX	23,782	36,500	20	.41	1.60					
15 ST. PETERSBURG, FL	18,713	33,200	17	61	1.77	16 LOS ANGELES, CA	26,011	36,700	10	.10	1.40					
16 HONOLULU, HI	21,196	37,400	14	24	1.70	17 PORTLAND, OR	21,444	31,983	16	.98	.49					
17 MIAMI, FL	21,982	38,500	14	18	1.70	18 SALT LAKE CITY, UT	18,498	20,042	12	.85	1.49					
18 COLUMBUS, GA	17,387	30,428	18	70	1.75	19 ATLANTA, GA	23,440	34,886	14	.47	1.40					
19 MADISON, WI	20,253	35,438	15	42	1.75	20 KNOXVILLE, TN	19,036	28,315	18	.88	1.40					
20 FORT WAYNE, IN	21,298	36,910	18	26	1.74	21 JACKSON, MS	18,228	28,862	20	.86	1.40					
21 LUBBOCK, TX	17,584	30,400	36	80	1.73	22 DENVER, CO	23,641	34,986	13	.46	1.48					
22 COLUMBUS, OH	21,301	36,588	15	32	1.72	23 CHICAGO, IL	26,098	37,958	15	.23	1.48					
23 BUFFALO, NY	20,319	34,817	14	40	1.71	24 NEWARK, NJ	27,648	40,832	13	.8	1.48					
24 GRAND RAPIDS, MI	21,812	37,140	11	27	1.70	25 LAS VEGAS, NV	20,386	30,062	11	.82	1.48					
25 PHOENIX, AZ	21,438	36,473	13	33	1.70	26 MONTGOMERY, AL	18,626	27,320	25	.83	1.47					
26 MILWAUKEE, WI	21,800	36,574	16	29	1.69	27 FLINT, MI	26,800	39,051	12	.12	1.47					
27 JACKSONVILLE, FL	19,986	33,726	18	67	1.66	28 ANCHORAGE, AK	28,718	41,338	11	.7	1.44					
28 GREENSBORO, NC	20,204	34,080	21	56	1.69	29 LITTLE ROCK, AR	18,252	27,488	14	.82	1.43					
29 CHARLOTTE, NC	20,896	34,806	26	50	1.66	30 MOBILE, AL	18,484	28,327	20	.97	1.43					
30 TAMPA, FL	18,713	31,252	17	71	1.67	31 BOSTON, MA	26,731	36,700	7	.31	1.43					
31 WARREN, MI	20,002	43,968	12	3	1.65	32 WASHINGTON, DC	26,779	38,194	13	.20	1.43					
32 ANAHEIM, CA	24,264	39,758	12	11	1.64	33 KANSAS CITY, MO	21,998	30,510	15	.77	1.41					
33 LEXINGTON, KY	19,063	31,108	18	72	1.63	34 SACRAMENTO, CA	21,937	30,982	12	.74	1.41					
34 TOLEDO, OH	21,984	35,800	15	38	1.63	35 DALLAS, TX	24,483	34,200	19	.65	1.40					
35 CINCINNATI, OH	21,876	35,774	13	30	1.63	36 NEW YORK, NY	30,578	42,345	15	.5	1.38					
36 MINNEAPOLIS, MN	23,818	38,345	11	19	1.62	37 YONKERS, NY	30,578	42,245	15	.0	1.38					
37 PHILADELPHIA, PA	23,905	38,778	11	17	1.62	38 HOUSTON, TX	24,410	32,500	20	.50	1.37					
38 ST. PAUL, MN	23,818	38,150	12	21	1.62	39 TULSA, OK	21,343	29,083	15	.84	1.36					
39 CLEVELAND, OH	23,051	37,221	16	26	1.61	40 OKLAHOMA CITY, OK	19,998	26,800	18	.95	1.36					
40 TACOMA, WA	18,644	30,036	13	83	1.61	41 BIRMINGHAM, AL	20,775	27,820	12	.91	1.33					
41 SANTA ANA, CA	24,264	39,071	12	15	1.61	42 ALBUQUERQUE, NM	19,718	26,215	18	.98	1.33					
42 AKRON, OH	22,010	35,210	13	43	1.60	43 SHREVEPORT, LA	19,292	25,926	15	.99	1.33					
43 INDIANAPOLIS, IN	21,877	34,887	20	48	1.59	44 WICHITA, KS	21,847	28,386	11	.87	1.32					
44 ST. LOUIS, MO	22,735	38,048	20	38	1.59	45 NEW ORLEANS, LA	20,399	28,000	15	.95	1.31					
45 SAN DIEGO, CA	22,183	35,100	12	44	1.58	46 SAN FRANCISCO, CA	27,859	36,313	14	.34	1.30					
46 DAYTON, OH	21,978	34,487	15	54	1.57	47 KANSAS CITY, KS	21,598	27,684	15	.90	1.28					
47 CORPUS CHRISTI, TX	19,375	30,275	24	81	1.56	48 EATON ROUGE, LA	19,801	24,721	14	100	1.24					
48 WORCHESTER, MA	21,555	33,886	11	68	1.56	49 OAKLAND, CA	26,183	30,870	13	.73	1.23					
49 BALTIMORE, MD	22,242	34,981	12	82	1.56	50 SEATTLE, WA	23,436	28,000	12	.89	1.20					
50 CHATTANOOGA, TN	19,730	30,587	17	76	1.56	51 SAN JOSE, CA	20,821	32,414	10	.62	1.10					
						AVERAGE	\$22,833	\$34,271	16		1.80					

Table I-10

**THE RATIO OF 1988-89 MA-MAXIMUM SALARIES TO THE STATE AVERAGE
RANKED BY THE MA-MAXIMUM TO AVERAGE SALARY RATIO**

		MA	MA Max					MA	MA Max					
			Maximum	Steps	Rank				Maximum	Steps	Rank	State		
						Average	To State					Average	To State	
1	OMAHA, NE	\$36,800	20	50	23	\$23,845	1.54	51	DENVER, CO	\$34,906	13	45	\$29,557	1.18
2	MIAMI, FL	38,500	14	18	26	26,971	1.43	52	DAYTON, OH	34,497	15	54	29,106	1.18
3	ST. LOUIS, MO	36,048	20	36	26	26,861	1.36	53	KANSAS CITY, MO	30,510	15	77	25,961	1.17
4	JERSEY CITY, NJ	46,565	17	2	32	32,992	1.39	54	AUSTIN, TX	30,960	15	75	26,513	1.17
5	PITTSBURGH, PA	42,500	10	4	31	248	1.38	55	TAMPA, FL	31,252	17	71	26,971	1.18
6	CHARLOTTE, NC	34,808	25	50	25	26,860	1.38	56	NEW YORK, NY	42, ¹ 5	15	5	36,654	1.16
7	ARLINGTON, TX	36,588	20	41	26	26,513	1.34	57	YONKERS, NY	42,245	15	6	36,654	1.15
8	GREENSBORO, NC	34,080	21	56	26	26,860	1.33	58	OKLAHOMA CITY, OK	26,909	18	96	23,400	1.15
9	LINCOLN, NE	31,050	17	67	23	23,845	1.32	59	LUBBOCK, TX	30,400	36	80	26,513	1.15
10	VIRGINIA BEACH, VA	38,080	23	22	29	26,000	1.31	60	CORPUS CHRISTI, TX	30,275	24	81	26,513	1.14
11	ROCHESTER, NY	47,892	26	1	36	36,864	1.31	61	MADISON, WI	35,438	15	42	31,046	1.14
12	SAN ANTONIO, TX	34,598	16	53	26	26,513	1.30	62	SHREVEPORT, LA	25,626	15	99	22,469	1.14
13	ATLANTA, GA	34,898	14	47	26	26,920	1.30	63	DETROIT, MI	40,803	11	9	36,530	1.14
14	DALLAS, TX	34,200	19	55	26	26,513	1.29	64	BOSTON, MA	36,700	7	31	32,200	1.14
15	PHOENIX, AZ	36,473	13	33	28	24,400	1.28	65	RIVERSIDE, CA	39,765	14	10	35,172	1.13
16	CLEVELAND, OH	37,221	16	26	29	188	1.28	66	ANAHEIM, CA	39,758	12	11	35,172	1.13
17	TUCSON, AZ	36,263	14	35	28	24,400	1.27	67	COLUMBUS, GA	30,428	18	79	26,920	1.13
18	JACKSON, MS	28,582	20	86	22	25,578	1.27	68	LONG BEACH, CA	39,632	14	13	35,172	1.12
19	FORT WAYNE, IN	36,910	18	28	29	188	1.27	69	FLINT, MI	39,651	12	12	35,530	1.12
20	LITTLE ROCK, AR	27,488	14	92	21	2,738	1.26	70	HUNTINGTON BEACH	39,184	10	14	35,172	1.11
21	HOUSTON, TX	33,500	20	59	26	26,513	1.26	71	SANTA ANA, CA	39,071	12	15	35,172	1.11
22	SALT LAKE CITY, UT	29,042	12	85	23	2,023	1.26	72	RICHMOND, VA	32,212	18	85	29,056	1.11
23	COLUMBUS, OH	36,588	15	32	29	188	1.25	73	KNOXVILLE, TN	28,315	18	88	25,619	1.11
24	JACKSONVILLE, FL	33,726	18	57	26	26,971	1.25	74	LOS ANGELES, CA	38,796	10	16	35,172	1.10
25	LEXINGTON, KY	31,106	16	72	24	2,820	1.25	75	BATON ROUGE, LA	24,721	14	100	22,469	1.10
26	TULSA, OK	29,193	15	84	23	24,400	1.24	76	BIRMINGHAM, AL	27,620	12	91	25,190	1.10
27	NEWARK, NJ	40,132	13	8	32	2,842	1.24	77	GRAND RAPIDS, MI	37,140	11	27	33,900	1.10
28	PHILADELPHIA, PA	38,778	11	17	31	248	1.24	78	WICHITA, KS	28,386	11	87	25,992	1.09
29	WARREN, MI	43,958	12	3	35	530	1.24	79	PROVIDENCE, RI	37,360	10	25	34,234	1.09
30	ST. PETERSBURG, FL	33,200	17	61	26	26,971	1.23	80	PORTLAND, OR	31,983	16	86	29,385	1.09
31	TOLEDO, OH	35,800	15	38	29	188	1.23	81	MONTGOMERY, AL	27,320	25	93	25,190	1.08
32	CINCINNATI, OH	35,774	13	39	29	188	1.23	82	ALBUQUERQUE, NM	26,215	18	98	24,554	1.07
33	FORT WORTH, TX	32,500	25	62	26	26,513	1.23	83	KANSAS CITY, KS	27,084	15	90	25,992	1.08
34	MEMPHIS, TN	31,327	22	69	25	619	1.22	84	MOBILE, AL	26,327	20	97	25,190	1.05
35	LOUISVILLE, KY	30,458	17	78	24	920	1.22	85	WORCESTER, MA	33,595	11	58	32,200	1.04
36	NASHVILLE, TN	31,304	16	70	26	619	1.22	86	LAS VEGAS, NV	30,062	11	82	28,836	1.04
37	MINNEAPOLIS, MN	38,345	11	19	31	306	1.22	87	WASHINGTON, DC	38,194	13	20	36,787	1.04
38	EL PASO, TX	32,330	24	64	26	513	1.22	88	SAN FRANCISCO, CA	36,313	14	34	35,172	1.03
39	CHICAGO, IL	37,958	15	23	31	196	1.22	89	TACOMA, WA	30,035	13	83	29,146	1.03
40	AURORA, CO	35,934	13	37	29	557	1.22	90	BALTIMORE, MD	34,061	12	52	33,900	1.02
41	ST. PAUL, MN	38,150	12	21	31	306	1.22	91	SAN DIEGO, CA	35,109	12	44	35,72	1.00
42	DES MOINES, IA	31,408	16	88	25	844	1.21	92	FRESNO, CA	34,939	46	35,172	0.99	
43	AKRON, OH	35,210	13	43	29	188	1.21	93	ANCHORAGE, AK	41,336	11	7	41,832	0.99
44	COLORADO SPRINGS	35,654	17	40	29	557	1.21	94	SEATTLE, WA	28,008	12	89	29,146	0.98
45	NORFOLK, VA	34,750	18	51	29	058	1.20	95	BUFFALO, NY	34,817	14	49	36,654	0.95
46	INDIANAPOLIS, IN	34,887	20	48	29	188	1.20	96	SPOKANE, WA	27,002	11	94	29,146	0.93
47	HONOLULU, HI	37,400	14	24	31	307	1.19	97	SAN JOSE, CA	32,414	10	63	35,172	0.92
48	CHATTANOOGA, TN	30,587	17	76	25	818	1.19	98	SYRACUSE, NY	33,316	15	80	36,654	0.91
49	NEW ORLEANS, LA	26,800	15	96	22	400	1.19	99	OAKLAND, CA	30,970	13	73	35,172	0.88
50	MILWAUKEE, WI	36,974	16	29	31	046	1.19	100	SACRAMENTO, CA	30,962	12	74	35,172	0.88
AVERAGE								\$34,271			\$29,629			

II. Fiscal Information for Fifty Large School Districts

Fiscal information helps local unions succeed in a number of ways ranging from collective bargaining to public relations. Such data support activities related to bargaining including hiring, layoffs, salary negotiations, and identifying problems associated with a poor economic environment. Comparative fiscal data for school districts, particularly from financial statements budgets, are among the most difficult to obtain. The data in this section come from a survey of the nation's largest school districts conducted by the national newspaper City & State ("The Top 50 School Districts," August 28, 1989, pp. 12-21).

City & State published the data as reported to them. The tabulations of the data presented in this report adjusted the data slightly as noted in the tables. Some of the City & State data may count nonsupervisory professional personnel as teachers. While City & State merely noted that some districts include some or all federal revenue in the general fund, the figures in Tables II-1 and II-3 exclude federal revenue from the general fund to facilitate accurate comparisons.

Intercity comparisons of financial data should be carefully conducted. All of the 1988-89 figures are estimates, perhaps just budgeted amounts. Table II-4 shows the accuracy of the 1987-88 estimates compared to the actual figures known one year later. Personnel estimates may reflect either actual employees or budgeted positions. Districts with deficits or excessive fund balances can disguise their true fund balance situation by manipulating the budgeted revenue, expenditure, and fund balance figures. In many cases, the estimated figures diverge considerably from the actual figures. On average, however, estimated revenues overstate actuals by 0.9 percent, estimated expenditures understate actuals by 1.9 percent, and fund balances tend to rise by one percentage point.

Regardless of the accuracy of the estimates, some fund balances may not be GAAP (Generally Accepted Accounting Principles) fund balances. Even if the fund balance is a GAAP balance, the balance reported by the district may or may not include reserved and designated fund balances. Another problem is that accounting systems vary from state to state and district to district within the limits of GAAP accounting standards so that the fund balance information may or may not include interfund transfers, interfund borrowing, or other accounting adjustments.

General fund expenditure data should also be carefully interpreted because the various accounting systems include different expenditure items in the general fund. In some cities, transportation and most capital expenditures are in the general fund, while in others, they are treated as separate funds. Transportation, for example, is part of the general fund in Detroit but is a separate fund in

Minneapolis. Expenditure data are reported in a more uniform way in the U.S. Department of Education's Digest of Education Statistics, 1988 for the 1986-87 school year. The U.S. Bureau of the Census also publishes spending and revenue data in Finances of Public School Systems in 1986-87 (GF87-10, 1989).

Despite these data corrections and caveats, the City & State survey provides the most current data on spending and revenues and the only available information on fund balances. Union locals are encouraged to get the best financial information possible for their own local and not rely on the financial information in this report. Highlights include:

Staffing and Personnel (Table II-1):

- o The ratio of students to teachers averaged 16.9, compared to a national average reported by the U.S. Department of Education of 17.4 for the nation as a whole.
- o Newark had the lowest ratio of students to teachers at 11.5 followed by St. Louis (12.4), Boston (12.6), Baltimore County (13.5), and Pittsburgh (14.0). Los Angeles, Long Beach, Memphis, and Polk County had a ratio over 20.0 students to a teacher.
- o Teachers comprised only 54.1 percent of all employees, but 33 districts had ratios between 50.0 and 60.0. The U.S. Department of Education reports that teachers comprised 53.1 percent of all school employees for the nation as a whole.
- o Montgomery County, Maryland had the highest percentage of employees as teachers at 68.7 percent followed by Baltimore County (63.9%), Las Vegas (63.8%), and Columbus, Ohio (60.8%).

General Fund Expenditures (Table II-2):

- o The 50 districts in the survey averaged \$4,365 in general fund expenditures per pupil an 8.8 percent increase. The comparable figure in 1987-88 was \$4,009. (Note that expenditures included in the general fund vary somewhat between districts.)
- o Pittsburgh spent \$7,163 per pupil followed by Boston, New York, Portland, St. Louis, and Montgomery County, Maryland.
- o Memphis spent \$1,700 less than the fifty-city average at \$2,521 per pupil. Fort Worth, Albuquerque, New Orleans, and Houston also ranked at the bottom.

- o After adjusting general fund expenditures per pupil by the interarea cost-of-living index described in Table I-7, many rankings changed but Pittsburgh, Portland and St. Louis remained at the top of the list. Memphis, Fort Worth and Albuquerque remained in the bottom six, joined by three California districts.

Local Share of Current Fund Revenue

- o Among the 50 cities, the local portion of general fund revenue averaged 48.7 percent--a proportion higher than the national average and about the same as the 46.1 figure in 1987-88 and the 45.9 figure in 1986-87. In 1986-87, according to the most recent data from the U.S. Department of Education, 43.9 percent of school funding for current expenditures in all school districts came from local sources.
- o Montgomery County depended the most on local sources (89.4%), followed by Portland (83.7%), Denver (83.3%), Fairfax County (81.3%), and Baltimore County (79.1%).
- o San Diego provided the least local revenue at just 1.8 percent followed by Albuquerque at 2.2%. Four other California school districts, all of which provided less than 19 percent of revenue from local sources, rounded out the bottom six.

Fund Balances (Table II-3):

- o Actual general fund balances reported by the 50 districts for 1987-88 was 5.9 percent of revenues, down from 6.4% in 1986-87, but higher than the 1985-86 average of 5.6 percent.
- o Revenue was expected to fall short of expenditures by 1.0 percent leaving an average projected ending fund balance of 4.5 percent.
- o Milwaukee had the highest general fund balance in 1987-88 at 22.3 percent, followed by Houston (21.3%) and several districts with 14 percent fund balances--Columbus, Ohio; Cobb County; St. Louis; and Atlanta. San Diego, Los Angeles, and Broward County (Ft. Lauderdale) expected a substantial diminishment of the fund balance.
- o Only Detroit (-10.5%) showed a negative fund balance. Detroit expected to stay in a deficit position, reaching 15 percent of revenues. (A successful deficit reduction referendum in September 1989 eliminated the deficit.)

III. Results of the 1989-90 Local Union Teacher Salary Survey

The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide extensive salary and staffing information for the current school year beginning Fall 1989. About 75 responded to the survey, and information from a variety of sources provided comparable data for a few others.

The abbreviated salary matrix contains step 1, step 5, step 10, and maximum scheduled salaries for four preparation levels: **Bachelors degree, Masters degree, Masters plus 30 additional graduate hours, and the scheduled maximum.** In Florida, the "specialist" level is listed under MA plus 30. The matrix also shows the number of years needed to achieve the maximum salary. Some schedules conform well to this matrix while others do not. Generally, the matrix was completed by the local. In some instances, the following changes were made: 1) Step 1 was made to correspond to where a beginning teacher would be hired (several districts have eliminated the lower steps and start teachers on a higher step and some districts start on step 0), and steps 5 and 10 were adjusted accordingly; 2) When possible, steps were equated to years of experience. The survey solicited longevity information from locals. Generally, the maximum salary corresponds to the scheduled salary reached in continuous (or near continuous) increments. Longevity increments usually designate the extra pay specifically identified in contracts as longevity pay added to the published salary schedule for teachers with substantial experience.

In addition to the basic salary matrix, other information appears to the right of the matrix to help interpret the salary data including the salary for a teacher with a Masters degree and 15 years of experience for 1988-89 and 1989-90, the estimated average experience level of teachers, the number of teachers, the number of new BA teachers, and the number of teachers retiring in the previous year. Some districts have very low beginning salaries but they also may have few beginning teachers.

The footnotes to each matrix provide information on the teacher supply and demand situation as perceived by local union leaders. Among the 74 locals providing such information, 22 believed that there is either a general shortage or shortages in specific areas, and another three anticipated shortages in the near future. Last year, 21 of the 57 reporting locals believed that there was either a general shortage or shortages in specific areas.

TABLE I
**BACK PUPIL, TEACHER AND EMPLOYEE DATA IN THE 50 LARGEST SCHOOL DISTRICTS
RANKED BY 1988-89 ENROLLMENT**

	Pupil(s)	Teacher(s)	Rank	Pupil to	Percent of	
				Teacher Ratio	Rank	Employees Teachers
1	NEW YORK, NY	963,900	57,925	1	16.1	16
2	LOS ANGELES, CA	894,492	26,000	2	34.0	50
3	CHICAGO, IL	419,390	24,832	3	16.5	20
4	DADE COUNTY, FL	399,920	14,737	4	18.0	41
5	PHILADELPHIA, PA	186,200	10,860	5	17.7	37
6	HOUSTON, TX	182,740	10,486	6	17.3	32
7	DETROIT, MI	170,491	9,037	7	19.8	45
8	FT LAUDERDALE, FL	149,210	8,880	8	16.0	15
9	DALLAS, TX	131,392	7,932	10	16.7	23
10	FAIRFAX COUNTY, VA	128,922	6,431	9	18.3	13
11	HILLSBOROUGH CO (TAMPA), FL	128,590	7,723	11	16.7	21
12	MEMPHIS, TN	126,210	6,807	20	21.4	48
13	SAN DIEGO, CA	117,307	6,875	18	19.8	46
14	BALTIMORE, MD	107,206	6,000	17	17.9	40
15	CLARK CO. (LAS VEGAS), NV	106,175	6,530	22	19.0	44
16	PRINCE GEORGE'S COUNTY, MD	104,140	6,017	19	17.3	31
17	MONTGOMERY COUNTY, MD	99,347	6,887	12	18.0	12
18	MILWAUKEE, WI	98,416	6,800	21	17.2	29
19	PALM BEACH COUNTY, FL	94,781	6,400	13	14.8	9
20	ORANGE CO. (ORLANDO), FL	91,497	6,282	14	14.5	6
21	PINELLAS CO. (ST. PETERS.), FL	86,390	6,371	23	16.8	25
22	JEFFERSON COUNTY, KY	86,782	6,161	24	17.2	28
23	DISTRICT OF COLUMBIA	87,100	6,846	16	14.8	11
24	ALBUQUERQUE, NM	86,687	4,801	25	17.7	38
25	NEW ORLEANS, LA	83,118	4,775	26	17.4	36
26	BALTIMORE COUNTY, MD	82,221	6,100	15	13.8	5
27	JEFFERSON COUNTY, CO	78,316	4,342	32	17.3	33
28	CHARLOTTE, NC	73,991	4,254	33	17.4	34
29	CLEVELAND, OH	71,587	4,401	30	16.3	17
30	DeKALB COUNTY, GA	71,214	4,546	28	15.7	14
31	ATLANTA, GA	73,483	4,184	34	16.4	18
32	LONG BEACH, CA	67,981	2,914	46	23.0	40
33	COBB COUNTY, GA	66,321	3,707	41	17.8	39
34	VIRGINIA BEACH, VA	66,512	3,878	38	18.9	26
35	FORT WORTH, TX	65,346	3,646	42	18.4	42
36	COLUMBUS, OH	65,180	4,486	29	14.5	8
37	ANNE ARUNDEL CO, MD	64,575	3,852	37	16.8	24
38	POLK COUNTY, FL	63,463	3,607	44	20.7	47
39	SAN FRANCISCO, CA	63,300	3,798	39	16.7	22
40	AUSTIN, TX	62,733	3,826	38	16.4	19
41	DENVER, CO	57,246	3,948	36	14.5	7
42	INDIANAPOLIS, IN	66,467	3,299	43	17.3	30
43	BOSTON, MA	66,483	4,383	31	12.6	3
44	NEWARK, NJ	64,146	4,700	27	11.5	1
45	PORTLAND, OR	68,130	2,806	48	18.9	43
46	CINCINNATI, OH	51,416	2,963	45	17.4	38
47	ST LOUIS, MO	47,004	3,708	40	12.4	2
48	ANCHORAGE, ALASKA	40,280	2,353	50	17.1	27
49	PITTSBURGH, PA	36,449	2,829	47	14.0	5
50	MINNEAPOLIS, MN	36,063	2,626	49	16.2	/
AVERAGE		125,464	7,776	18.8	14.1	11

TABLE II-2

PROJECTED 1988-89 GENERAL FUND EXPENDITURE AND REVENUE DATA

General Fund Expenditure Per Pupil (Excludes Federal Expenditures)	General Fund Expenditures Per Pupil Indexed to the Intercity Cost-of- Living Index (Average of 289 Cities=100)	Percent of General Fund Revenue (Excludes Federal Revenue) From Local Sources
1 PITTSBURGH, PA	1 PITTSBURGH, PA	1 MONTGOMERY COUNTY, MD
2 BOSTON, MA	2 ST. LOUIS, MO	2 PORTLAND, OR
3 NEW YORK, NY	3 PORTLAND, OR	3 DENVER, CO
4 PORTLAND, OR	4 LOUISVILLE, KY	4 FAIRFAX COUNTY, VA
5 ST. LOUIS, MO	5 DENVER, CO	5 MONTGOMERY COUNTY, MD
6 MONTGOMERY COUNTY, MD	6 CINCINNATI, OH	6 DALLAS, TX
7 FAIRFAX COUNTY, VA	7 MILWAUKEE, WI	7 AUSTIN, TX
8 PHILADELPHIA, PA	8 MINNEAPOLIS, MN	8 BOSTON, MA
9 NEWARK, NJ	9 CLEVELAND, OH	9 MINNEAPOLIS, MN
10 DISTRICT OF COLUMBIA	10 MONTGOMERY COUNTY, MD	10 PITTSBURGH, PA
11 ANCHORAGE, ALASKA	11 COLUMBUS, OH	11 ANNE ARUNDEL CO., MD
12 DENVER, CO	12 PHILADELPHIA, PA	12 PALM BEACH COUNTY, FL
13 LOUISVILLE, KY	13 FAIRFAX COUNTY, VA	13 LOUISVILLE, KY
14 CLEVELAND, OH	14 BALTIMORE, MD	14 PRINCE GEORGE'S COUNTY
15 SAN DIEGO, CA	15 PINELLAS CO. (ST. PETERS)	15 DeKALB COUNTY, GA
16 BALTIMORE COUNTY, MD	16 BOSTON, MA	16 HOUSTON, TX
17 CINCINNATI, OH	17 DeKALB COUNTY, GA	17 ATLANTA, GA
18 MILWAUKEE, WI	18 PALM BEACH COUNTY, FL	18 FORT WORTH, TX
19 PALM BEACH COUNTY, FL	19 DISTRICT OF COLUMBIA	19 CINCINNATI, OH
20 FT LAUDERDALE, FL	20 ANCHORAGE, ALASKA	20 NEW YORK, NY
21 MINNEAPOLIS, MN	21 FT LAUDERDALE, FL	21 COLUMBUS, OH
22 DeKALB COUNTY, GA	22 AUSTIN, TX	22 CLARK CO. (LAS VEGAS), NV
23 COLUMBUS, OH	23 ATLANTA, GA	23 VIRGINIA BEACH, VA
24 DADE COUNTY, FL	24 ORANGE CO. (ORLANDO), FL	24 JEFFERSON COUNTY, CO
25 ATLANTA, GA	25 DADE COUNTY, FL	25 COBB COUNTY, GA
26 PINELLAS CO (ST. PETERS)	26 NEWARK, NJ	26 PINELLAS CO (ST. PETERS)
27 PRINCE GEORGE'S COUNTY	27 CHARLOTTE, NC	27 FT LAUDERDALE, FL
28 ANNE ARUNDEL CO., MD	28 JEFFERSON COUNTY, CO	28 NEW ORLEANS, LA
29 SAN FRANCISCO, CA	29 NEW YORK, NY	29 MEMPHIS, TN
30 JEFFERSON COUNTY, CO	30 ANNE ARUNDEL CO., MD	30 CLEVELAND, OH
31 DETROIT, MI	31 INDIANAPOLIS, IN	31 CHICAGO, IL
32 ORANGE CO (ORLANDO), FL	32 DETROIT, MI	32 ORANGE CO (ORLANDO), FL
33 CHICAGO, IL	33 SAN DIEGO, CA	33 MILWAUKEE, WI
34 CHARLOTTE, NC	34 DALLAS, TX	34 BALTIMORE, MD
35 AUSTIN, TX	35 PRINCE GEORGE'S COUNTY	35 PHILADELPHIA, PA
36 LOS ANGELES, CA	36 POLK COUNTY, FL	36 INDIANAPOLIS, IN
37 INDIANAPOLIS, IN	37 HILLSBOROUGH CO (TAMPA)	37 DADE COUNTY, FL
38 BALTIMORE, MD	38 VIRGINIA BEACH, VA	38 CHARLOTTE, NC
39 DALLAS, TX	39 CHICAGO, IL	39 ANCHORAGE, ALASKA
40 POLK COUNTY, FL	40 BALTIMORE, MD	40 DETROIT, MI
41 LONG BEACH, CA	41 CLARK CO. (LAS VEGAS), NV	41 HILLSBOROUGH CO (TAMPA)
42 HILLSBOROUGH CO (TAMPA)	42 NEW ORLEANS, LA	42 POLK COUNTY, FL
43 VIRGINIA BEACH, VA	43 COBB COUNTY, GA	43 NEWARK, NJ
44 COBB COUNTY, GA	44 HUSTON, TX	44 SAN FRANCISCO, CA
45 CLARK CO (LAS VEGAS), NV	45 ALBUQUERQUE, NM	45 LONG BEACH, CA
46 HOUSTON, TX	46 LOS ANGELES, CA	46 LOS ANGELES, CA
47 NEW ORLEANS, LA	47 FORT WORTH, TX	47 ALBUQUERQUE, NM
48 ALBUQUERQUE, NM	48 SAN FRANCISCO, CA	48 SAN DIEGO, CA
49 FORT WORTH, TX	49 LONG BEACH, CA	49 DISTRICT OF COLUMBIA
50 MEMPHIS, TN	50 MEMPHIS, TN	50 ST. LOUIS, MO
AVERAGE	\$4,386	AVERAGE
	111.4	\$3,837
		AVERAGE
		48.7%

(a) AFT estimates

TABLE II-3
1987-88 ENDING GENERAL FUND BALANCE
RANKED BY THE PERCENT OF 1987-88 GROWTH IN REVENUE

	1987-88 Ending Balance	1988-89 Revenue Increase	1988-89 Excess or (Shortfall)	Projected Ending Balance
1 MILWAUKEE, WI	22.3%	2.7%	-0.8%	22.3%
2 HOUSTON, TX	21.3%	2.7%	-2.0%	18.9%
3 COLUMBUS, OH	16.9%	2.1%	-0.4%	14.1%
4 COBB COUNTY, GA	14.3%	12.9%	1.3%	14.0%
5 ST. LOUIS, MO	14.2%	0.9%	4.2%	17.5%
6 ATLANTA, GA	14.0%	-1.1%	-6.8%	7.3%
7 AUSTIN, TX	13.9%	0.9%	-1.9%	11.9%
8 SAN DIEGO, CA	11.7%	2.9%	-10.7%	0.9%
9 POLK COUNTY, FL	10.9%	10.3%	1.3%	11.2%
10 MEMPHIS, TN	10.2%	2.9%	-2.3%	8.2%
11 LOS ANGELES, CA	9.5%	8.7%	-7.8%	0.9%
12 FT LAUDERDALE, FL	8.9%	8.9%	-7.5%	0.4%
13 DALLAS, TX	8.8%	8.9%	-0.8%	7.2%
14 ANCHORAGE, ALASKA	8.1%	4.9%	2.2%	10.0%
15 PHILADELPHIA, PA	8.0%	3.7%	-3.0%	4.7%
16 DeKALB COUNTY, GA	7.8%	0.9%	-0.2%	7.5%
17 PORTLAND, OR	7.4%	8.2%	-5.9%	1.6%
18 NEWARK, NJ	7.1%	3.9%	-1.8%	5.1%
19 SAN FRANCISCO, CA	6.9%	8.2%	-2.1%	4.2%
20 PITTSBURGH, PA	6.8%	2.9%	0.0%	6.7%
21 LONG BEACH, CA	6.1%	1.9%	2.8%	8.8%
22 INDIANAPOLIS, IN	5.9%	3.7%	-2.1%	3.0%
23 PINELLAS CO. (ST. PETERS.), FL	5.3%	8.9%	-1.5%	3.0%
24 FORT WORTH, TX	4.8%	4.8%	2.8%	7.5%
25 DADE COUNTY, FL	4.8%	18.7%	2.3%	6.2%
26 CINCINNATI, OH	4.4%	18.8%	-1.1%	2.7%
27 NEW ORLEANS, LA	4.2%	72.2%	1.1%	4.9%
28 CLARK CO. (LAS VEGAS), NV	4.1%	10.4%	0.8%	4.8%
29 HILLSBOROUGH CO. (TAMPA), FL	4.1%	8.4%	0.2%	4.1%
30 ORANGE CO. (ORLANDO), FL	4.0%	7.2%	-2.6%	0.2%
31 DISTRICT OF COLUMBIA	4.0%	5.6%	0.2%	3.0%
32 CHARLOTTE, NC	5%	10.8%	1.4%	5.0%
33 CHICAGO, IL	3.2%	5.8%	-2.7%	0.3%
34 ANNE ARUNDEL CO., MD	3.2%	7.4%	-2.1%	0.8%
35 DENVER, CO	2.8%	12.7%	0.0%	2.3%
36 PALM BEACH COUNTY, FL	2.9%	2.4%	-1.0%	1.0%
37 JEFFERSON COUNTY, CO	2.8%	8.4%	0.1%	1.8%
38 ALBUQUERQUE, NM	1.4%	8.8%	-0.7%	0.9%
39 PRINCE GEORGE'S COUNTY, MD	1.3%	8.1%	-0.8%	0.4%
40 BOSTON, MA	1.3%	8.3%	-1.2%	0.0%
41 CLEVELAND, OH	1.2%	1.7%	2.8%	4.4%
42 FAIRFAX COUNTY, VA	1.2%	11.8%	2.0%	3.1%
43 VIRGINIA BEACH, VA	0.7%	13.9%	-0.0%	0.0%
44 LOUISVILLE, KY	0.7%	8.3%	0.0%	0.6%
45 MONTGOMERY COUNTY, MD	0.9%	11.2%	-0.1%	0.2%
46 NEW YORK, NY	0.0%	8.2%	0.0%	0.0%
47 MINNEAPOLIS, MN	0.7%	1.3%	0.0%	0.0%
48 BALTIMORE COUNTY, MD	0.0%	11.6%	0.0%	0.0%
49 BALTIMORE, MD	0.0%	12.0%	0.0%	0.0%
50 DETROIT, MI	-10.5%	3.2%	-4.8%	-15.3%
AVERAGE	6.8%	7.3%	-1.0%	4.5%

Note: Percent of general fund revenues excluding federal revenues.

TABLE II-4

1987-88 ESTIMATED AND ACTUAL REVENUE, EXPENDITURE, AND FUND BALANCE

	Revenue			Expenditure			Fund Balance				
	Estimate	Actual	Change	Estimate	Actual	Change	Dollars	Estimate	Actual	% of Revenue	
										Estimate	Actual
1 ALBUQUERQUE, NM	\$241	\$263	8.9%	\$246	\$248	0.9%	\$3.5	\$3.5	1.5%	1.4%	
2 ATLANTA, GA	278	278	0.0%	288	281	-2.9%	31.3	30.9	11.3%	13.8%	
3 AUSTIN, TX	234	238	1.8%	240	234	-2.7%	22.8	23.7	9.7%	13.8%	
4 BALTIMORE, MD	444	382	-14.0%	444	382	-14.0%	0.0	0.0	0.0%	0.0%	
5 BALTIMORE COUNTY, MD	345	347	0.6%	345	347	0.6%	14.2	6.0	4.1%	0.0%	
6 BOSTON, MA	325	325	0.0%	325	325	0.0%	6.0	4.2	0.0%	1.3%	
7 CHARLOTTE, NC	278	278	0.0%	272	271	-0.3%	9.8	10.5	3.5%	3.9%	
8 CHICAGO, IL	1,720	1,182	-a	1,702	1,156	-a	88.1	36.7	3.0%	3.2%	
9 CINCINNATI, OH	244	205	-16.2%	264	215	-16.0%	9.0	9.0	3.7%	4.4%	
10 CLARK CO. (LAS VEGAS), NV	310	310	0.0%	308	308	0.2%	13.2	12.0	4.3%	4.1%	
11 CLEVELAND, OH	264	267	1.1%	315	318	1.0%	4.3	b	1.2%	b	
12 COLUMBUS, OH	278	281	0.9%	272	272	-0.0%	32.8	41.7	11.7%	14.8%	
13 DADE COUNTY, FL	1,181	1,045	-12.2%	1,184	1,040	-12.2%	53.8	46.7	4.0%	4.5%	
14 DALLAS, TX	453	488	-0.0%	443	448	1.3%	42.9	37.0	8.0%	8.2%	
15 DEKALB COUNTY, GA	298	298	0.0%	298	298	0.0%	23.5	23.4	7.9%	7.8%	
16 DENVER, CO	253	260	-1.8%	255	254	-0.2%	10.5	6.5	4.1%	2.5%	
17 DETROIT, MI	746	740	-0.8%	763	770	-0.9%	-70.4	-69.9	-0.0%	-0.3%	
18 DISTRICT OF COLUMBIA	484	484	1.0%	484	486	0.7%	11.8	17.3	2.4%	3.5%	
19 FAIRFAX COUNTY, VA	661	651	-0.6%	664	664	0.0%	7.7	7.7	1.2%	1.2%	
20 FORT WORTH, TX	186	177	-0.9%	190	180	-0.9%	13.7	8.8	7.0%	4.8%	
21 FT LAUDERDALE, FL	505	548	-8.2%	616	634	-13.4%	13.6	47.2	2.3%	3.6%	
22 HILLSBOROUGH CO. (TAMPA), FL	411	411	0.0%	396	390	-0.6%	20.0	16.6	4.9%	4.0%	
23 HOUSTON, TX	572	574	0.3%	580	583	0.5%	118.8	114.8	20.2%	20.0%	
24 INDIANAPOLIS, IN	188	188	4.9%	187	167	-1.1%	19.2	10.4	7.0%	5.3%	
25 JEFFERSON COUNTY, CO	278	277	-0.2%	284	280	-1.4%	2.1	6.1	0.8%	2.2%	
26 LONG BEACH, CA	346	344	-0.2%	251	253	0.8%	16.9	14.1	8.0%	5.8%	
27 LOS ANGELES, CA	2,559	2,398	-6.7%	2,604	2,390	-11.0%	16.5	207.1	0.9%	8.7%	
28 LOUISVILLE, KY	286	415	a	296	418	a	2.8	27	1.0%	0.7%	
29 MEMPHIS, TN	304	314	3.3%	312	303	-3.0%	22.5	33.1	7.4%	10.5%	
30 MILWAUKEE, WI	468	454	-3.0%	465	461	-0.9%	102.6	98.1	21.2%	21.2%	
31 MONTGOMERY COUNTY, MD	506	504	-0.0%	508	506	-0.2%	4.7	1.3	0.9%	0.3%	
32 NEW ORLEANS, LA	218	216	0.0%	219	214	-2.4%	0.3	8.9	0.1%	4.1%	
33 NEW YORK, NY	5,181	5,322	2.7%	5,181	5,322	2.7%	0.0	0.0	0.0%	0.0%	
34 NEWARK, NJ	298	272	-2.1%	278	267	-3.9%	5.8	19.4	2.2%	7.1%	
35 ORANGE CO. (ORLANDO), FL	316	320	3.3%	329	320	-0.9%	0.6	13.1	0.2%	4.0%	
36 PALM BEACH COUNTY, FL	373	369	2.1%	370	372	0.7%	11.8	8.6	3.2%	2.3%	
37 PHILADELPHIA, PA	986	986	-0.2%	979	979	-0.0%	80.2	79.0	8.1%	8.0%	
38 PINELLAS CO. (ST. PETERS.), FL	326	381	7.7%	327	380	7.2%	17.8	18.6	6.5%	5.3%	
39 PITTSBURGH, PA	278	277	0.0%	276	278	0.0%	18.9	18.9	6.8%	6.8%	
40 POLK COUNTY, FL	199	201	1.3%	199	201	1.0%	21.3	21.9	10.7%	10.9%	
41 PORTLAND, OR	266	278	7.4%	262	253	-3.6%	25.8	20.4	10.1%	7.4%	
42 PRINCE GEORGE'S COUNTY, MD	434	430	-1.0%	432	428	-0.8%	8.4	8.4	1.5%	1.3%	
43 SAN DIEGO, CA	491	495	0.8%	537	487	-9.4%	1.2	56.2	0.2%	11.3%	
44 SAN FRANCISCO, CA	261	269	-1.0%	266	246	-7.2%	6.1	16.4	2.3%	6.3%	
45 ST. LOUIS, MO	98	87	-0.8%	94	84	-0.9%	15.1	13.7	15.5%	14.2%	
46 VIRGINIA BEACH, VA	226	198	-12.1%	226	200	-11.5%	0.0	1.4	0.0%	0.7%	
47 COBB COUNTY, GA (c)											
48 ANCHORAGE, ALASKA (c)											
49 ANNE ARUNDEL CO., MD (c)											
50 MINNEAPOLIS, MN (c)											
AVERAGE	\$568	\$542	-0.6%	\$564	\$541	-1.8%	\$18.2	\$24.4	4.8%	5.7%	

(a) Data are not comparable

(b) Unreserved, undesignated fund balance from audited financial statements

(c) Not surveyed in 1987-88

III. Results of the 1989-90 Local Union Teacher Salary Survey

The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide extensive salary and staffing information for the current school year beginning Fall 1989. About 75 responded to the survey, and information from a variety of sources provided comparable data for a few others.

The abbreviated salary matrix contains step 1, step 5, step 10, and maximum scheduled salaries for four preparation levels: Bachelor's degree, Masters degree, Masters plus 30 additional graduate hours, and the scheduled maximum. In Florida, the "specialist" level is listed under MA plus 30. The matrix also shows the number of years needed to achieve the maximum salary. Some schedules conform well to this matrix while others do not. Generally, the matrix was completed by the local. In some instances, the following changes were made: 1) Step 1 was made to correspond to where a beginning teacher would be hired (several districts have eliminated the lower steps and start teachers on a higher step and some districts start on step 0), and steps 5 and 10 were adjusted accordingly; 2) When possible, steps were equated to years of experience. The survey solicited longevity information from locals. Generally, the maximum salary corresponds to the scheduled salary reached in continuous (or near continuous) increments. Longevity increments usually designate the extra pay specifically identified in contracts as longevity pay added to the published salary schedule for teachers with substantial experience.

In addition to the basic salary matrix, other information appears to the right of the matrix to help interpret the salary data including the salary for a teacher with a Masters degree and 15 years of experience for 1988-89 and 1989-90, the estimated average experience level of teachers, the number of teachers, the number of new BA teachers, and the number of teachers retiring in the previous year. Some districts have very low beginning salaries but they also may have few beginning teachers.

The footnotes to each matrix provide information on the teacher supply and demand situation as perceived by local union leaders. Among the 74 locals providing such information, 22 believed that there is either a general shortage or shortages in specific areas, and another three anticipated shortages in the near future. Last year, 21 of the 57 reporting locals believed that there was either a general shortage or shortages in specific areas.

TABLE II-1

SCHEDULED TEACHER SALARIES IN LARGE AFT LOCALS, 1989-90

CA POWAY EDUCATION FEDERATION LOCAL 1257				
Contract Begins: 7/1/89		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$38,957 MA, 15yrs. 89-90: \$41,098 Average Experience: 10.0 Unit Size: 1,020 New Teachers: 98 Num.Teachers BA1: 22 Teachers Retired: 5 Shortage: Not a problem
Step	BA	MA	MA30	MAX
1	26,335	27,024	na	27,650
5	29,782	33,413	na	35,742
10	36,847	38,579	na	41,893
MAX	31,193	39,957	na	44,777
Yrs. to MAX	7	12	12	13
Longevity	na	2,142	na	2,142
Yrs. Needed	0	27	23	28

Note Salaries effective 2/1/90.

CA UNITED TEACHERS LOCAL 1402				
Contract Begins: 7/1/88		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT/NEA MA, 15yrs. 88-89: \$40,637 MA, 15yrs. 89-90: \$43,888 Average Experience: na Unit Size: 33,000 New Teachers: na Num.Teachers BA1: na Teachers Retired: na Shortage: Not a problem
Step	BA	MA	MA30	MAX
1	27,345	28,843	31,025	32,073
5	29,254	34,238	37,186	38,834
10	34,405	41,888	45,805	48,075
MAX	34,405	41,888	45,805	48,075
Yrs. to MAX	10	10	10	10
Longevity	2,000	2,000	2,000	2,000
Yrs. Needed	15	15	15	15

Note MA is the Min+58 lane, MA+30 is the Min+84 lane; shortages in bilingual.

CT BRISTOL FEDERATION LOCAL 1464				
Contract Begins: 7/1/89		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$41,000 MA, 15yrs. 89-90: \$44,590 Average Experience: 15.0 Unit Size: 640 New Teachers: 2 Num.Teachers BA1: 2 Teachers Retired: 8 Shortage: Not a problem
Step	BA	MA	MA30	MAX
1	22,853	25,612	28,969	30,959
5	34,438	38,284	40,873	44,893
10	na	na	na	na
MAX	40,230	44,560	47,860	51,860
Yrs. to MAX	7	7	7	7
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Note About 70% of teachers at maximum--most at Masters & 5th year

CT: HARTFORD FEDERATION OF TEACHERS				Last: 1018	
	Contract Begins:	7/1/89	Expires:	6/30/92	Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent: AFT
1	26,188	28,283	31,425	35,615	MA, 15yrs. 88-89: \$43,000
5	36,663	40,853	43,995	48,185	MA, 15yrs. 89-90: \$45,043
10	na	na	na	na	Average Experience: na
MAX	41,900	45,043	48,185	52,395	Unit Size: 2,150
Yrs. to MAX	6	6	6	6	New Teachers: 175
Longevity	See note				Num.Teachers BA1: 120
Yrs. Needed	0	0	0	0	Teachers Retired: na
					Shortage: Not a problem

Note: Longevity is \$100 per year after 10 years to retirement.

CT: NEW BEDFORD FEDERATION OF TEACHERS				Last: 1022	
	Contract Begins:	8/1/89	Expires:	8/31/91	Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent: AFT
1	27,714	29,290	31,481	31,481	MA, 15yrs. 88-89: \$44,643
5	30,143	31,725	34,399	34,399	MA, 15yrs. 89-90: \$47,810
10	39,654	42,930	45,734	45,734	Average Experience: 18.0
MAX	41,330	44,643	47,490	47,490	Unit Size: 550
Yrs. to MAX	11	11	11	11	New Teachers: 3
Longevity	1,500	1,500	1,500	1,500	Num.Teachers BA1: 2
Yrs. Needed	25	25	25	22	Teachers Retired: 8
					Shortage: Not a problem

Note: Longevity is \$1,000 at year 18, plus another \$500 at year 25

CT: NEW YORK CITY FEDERATION OF TEACHERS				Last: 933	
	Contract Begins:	7/89	Expires:	6/92	Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent: AFT
1	26,177	27,946	24,863	33,023	MA, 15yrs. 88-89: \$44,838
5	31,744	33,324	35,431	38,591	MA, 15yrs. 89-90: \$48,749
10	40,399	41,974	44,086	47,246	Average Experience: 12.0
MAX	47,165	48,749	50,861	54,029	Unit Size: 1,300
Yrs. to MAX	13	13	13	13	New Teachers: 50
Longevity	0	0	0	0	Num.Teachers BA1: 100
Yrs. Needed	0	0	0	0	Teachers Retired: 25
					Shortage: Not a problem

Note: na

CT: NEW YORK CITY FEDERATION OF TEACHERS				Last: 1723	
	Contract Begins:	8/1/89	Expires:	8/31/91	Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent: AFT
1	25,500	27,500	29,500	31,000	MA, 15yrs. 88-89: \$40,000
5	30,500	32,500	35,000	39,000	MA, 15yrs. 89-90: \$43,000
10	36,000	43,000	46,000	56,150	Average Experience: na
MAX	36,000	43,000	46,000	56,150	Unit Size: 825
Yrs. to MAX	10	10	10	10	New Teachers: 23
Longevity	3,500	2,500	2,500	2,500	Num.Teachers BA1: 7
Yrs. Needed	22	17	17	17	Teachers Retired: 23
					Shortage: Not a problem

Note: na

Contract Begins:	7/1/86	Expires:	6/30/89	
Step	BA	MA	MA30	
1	22,250	22,250	na	22,250
5	26,191	26,191	na	26,191
10	30,990	30,990	na	30,990
MAX	40,000	40,000	nr	40,000
Yrs. to MAX	14	14	14	14
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$40,000
MA, 15yrs. 89-90: Negotiating
Average Experience: 12.0
Unit Size: 1,100
New Teachers: 70
Num.Teachers BA1: 100
Teachers Retired: 147

Shortage: This year

Note: 1988-89 salary schedule

Contract Begins:	3/15/88	Expires:	9/30/90	
Step	BA	MA	MA30	
1	22,982	25,282	26,438	27,593
5	26,633	29,904	31,063	32,218
10	32,169	36,795	37,949	39,110
MAX	38,405	44,830	46,009	47,509
Yrs. to MAX	15	15	15	15
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$41,897
MA, 15yrs. 89-90: \$44,830
Average Experience: na
Unit Size: 5,500
New Teachers: na
Num.Teachers BA1: na
Teachers Retired: na

Shortage: na

Note: na

Contract Begins:	8/1/87	Expires:	7/31/90	
Step	BA	MA	MA30	
1	19,000	20,900	22,300	23,800
5	21,149	23,439	25,131	26,922
10	21,794	24,509	26,032	28,032
MAX	31,960	35,258	37,855	40,897
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$26,413
MA, 15yrs. 89-90: \$28,575
Average Experience: na
Unit Size: 1,500
New Teachers: na
Num.Teachers BA1: 45
Teachers Retired: 13

Shortage: This year

Note: na

Contract Begins:	8/21/89	Expires:	8/20/90	
Step	BA	MA	MA30	
1	21,550	23,530	24,235	24,955
5	22,365	24,345	25,050	25,770
10	23,945	25,925	26,630	27,350
MAX	32,865	34,845	35,550	36,270
Yrs. to MAX	17	17	17	17
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$28,835
MA, 15yrs. 89-90: \$29,640
Average Experience: 12.0
Unit Size: 3,296
New Teachers: 300
Num Teachers BA1: 200
Teachers Retired: 45

Shortage: In 5 years

Note: At max, if less than 10 years in Brevard County subtract \$2,700

FL BROWARD TEACHERS UNION

Local: 1975

	Contract Begins:	8/89	Expires:	8/92
Step	BA	MA	MA30	MAX
1	23,550	25,550	27,350	28,256
5	25,272	27,272	29,072	29,978
10	26,601	28,601	30,401	31,307
MAX	30,000	39,000	40,800	41,706
Yrs. to MAX	20	20	20	20
Longevity	3,050	3,050	3,050	3,050
Yrs. Needed	25	25	25	25

Affiliation of
 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$30,068
 MA, 15yrs. 89-90: \$32,347
 Average Experience: 12.0
 Unit Size: 9,100
 New Teachers: 70
 Num.Teachers BA1: 340
 Teachers Retired: 100

Shortage Not a problem

Note: na

FL CHARLOTTE COUNTY TEACHERS ASSOCIATION

Local: 3821

	Contract Begins:	8/17/88	Expires:	8/16/91
Step	BA	MA	MA30	MAX
1	21,285	24,324	26,059	27,478
5	22,753	25,792	27,527	28,946
10	25,899	28,938	30,673	32,092
MAX	28,679	31,668	33,403	34,822
Yrs. to MAX	16	16	16	16
Longevity	2,080	2,130	2,130	2,130
Yrs. Needed	18	18	18	18

Affiliation of
 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$30,153
 MA, 15yrs. 89-90: \$31,668
 Average Experience: 8.0
 Unit Size: 750
 New Teachers: 140
 Num Teachers BA1: 23
 Teachers Retired: 12

Shortage Not a problem

Note: na

FL DUVAL TEACHERS UNION

Local: 3320

	Contract Begins:	7/1/89	Expires:	6/30/90
Step	BA	MA	MA30	MAX
1	20,000	21,165	22,406	23,326
5	21,200	22,365	23,606	24,526
10	23,005	24,503	25,894	27,499
MAX	23,812	26,087	37,174	38,657
Yrs. to MAX	19	18	18	18
Longevity	250	250	250	250
Yrs. Needed	31	31	31	31

Affiliation of
 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$24,019
 MA, 15yrs. 89-90: \$25,424
 Average Experience: 16.0
 Unit Size: 6,400
 New Teachers: 250
 Num Teachers BA1: 220
 Teachers Retired: 340

Shortage In 2 years

Note: Shortage of special education, science, elementary, and minority teachers

FL MANATEE EDUCATION ASSOCIATION

Local: 3821

	Contract Begins:	8/1/88	Expires:	7/31/91
Step	BA	MA	MA30	MAX
1	25,887	22,377	24,191	26,009
5	22,542	25,385	27,523	29,358
10	27,448	29,069	31,457	33,274
MAX	32,324	34,792	37,737	39,572
Yrs. to MAX	21	21	21	21
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$31,819
 MA, 15yrs. 89-90: \$33,728
 Average Experience: na
 Unit Size: 1,575
 New Teachers: 156
 Num Teachers BA1: 83
 Teachers Retired: 26

Shortage This year

Note: Shortage of certified teachers in Exceptional Child Education. Impending shortage in other areas.

FL PASCO CLASSROOM TEACHERS ASSOCIATION

Contract Begins		7/1/89		Expires. 6/30/91		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$29,810 MA, 15yrs. 89-90: \$31,645 Average Experience: 8.0 Unit Size: 2,000 New Teachers: 200 Num.Teachers BA1: 106 Teachers Retired: na
Step		BA	MA	MA30	MAX	
1		20,000	22,260	22,906	25,161	
5		21,965	24,225	24,871	27,120	
10		25,785	23,045	28,691	30,946	
MAX		29,885	32,145	33,791	35,046	
Yrs. to MAX		12	12	12	12	
Longevity		1,100	1,100	1,100	1,100	
Yrs. Needed		21	21	21	21	

Shortage: This year

Note: Shortages in special education, particularly EH, SED, and SLD

FL PUTNAM FEDERATION OF TEACHERS

Contract Begins		7/89		Expires: 6/92		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$26,625 MA, 15yrs. 89-90: \$28,275 Average Experience: na Unit Size: 650 New Teachers: 78 Num.Teachers BA1: 28 Teachers Retired: 18
Step		BA	MA	MA30	MAX	
1		21,700	23,025	24,025	24,925	
5		22,800	24,175	25,175	26,075	
10		27,250	29,725	30,725	31,625	
MAX		31,600	34,250	35,250	36,150	
Yrs. to MAX		20	20	20	20	
Longevity		0	0	0	0	
Yrs. Needed		0	0	0	0	

Shortage: This year

Note: Shortages the next few years in the Exceptional Education area

FL SARASOTA CLASSROOM TEACHERS ASSOCIATION

Contract Begins		7/1/88		Expires 6/30/91		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$34,818 MA, 15yrs. 89-90: \$36,439 Average Experience: na Unit Size: 2,000 New Teachers: 100 Num.Teachers BA1: 50 Teachers Retired: 40
Step		BA	MA	MA30	MAX	
1		21,630	22,660	24,720	25,750	
5		24,345	27,714	29,479	30,707	
10		28,222	33,718	36,736	38,267	
MAX		29,941	36,439	40,116	41,788	
Yrs. to MAX		20	20	20	20	
Longevity		0	0	0	0	
Yrs. Needed		0	0	0	0	

Shortage: Not a problem

Note: na

FL ST. LUCIE CLASSROOM TEACHERS ASSOCIATION

Contract Begins		7/1/89		Expires 6/30/91		Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$31,204 MA, 15yrs. 89-90: \$33,076 Average Experience: 12.0 Unit Size: 1,200 New Teachers: 190 Num.Teachers BA1: 96 Teachers Retired: 11
Step		BA	MA	MA30	MAX	
1		21,293	23,360	24,115	25,541	
5		23,776	25,842	25,596	26,022	
10		26,874	28,943	26,698	31,124	
MAX		31,010	33,076	33,831	35,257	
Yrs. to MAX		15	15	15	15	
Longevity		2,000	2,000	2,000	2,000	
Yrs. Needed		20	20	20	20	

Shortage: This year

Note: na

FL UNITED TEACHERS OF DADE (MIAMI)				Local: 1974
Contract Begins: 7/1/88 Expires: 6/30/91				Affiliation of Bargaining Agent: AFT
Step	BA	MA	MA30	MAX
1	24,750	27,750	29,750	31,750
5	26,300	29,300	31,300	33,300
10	30,800	33,800	35,800	37,800
MAX	38,400	41,400	44,400	45,400
Yrs. to MAX	14	14	14	14
Longevity	500	500	500	500
Yrs. Needed	25	25	25	25
				Shortage Not a problem

Note MA30 is substituted for MA30

HI HAWAII EDUCATION FEDERATION				Local: 1127
Contract Begins: 2/1/89 Expires: 8/29/93				Affiliation of Bargaining Agent: NEA
Step	BA	MA	MA30	MAX
1	22,292	24,581	25,941	27,513
5	24,581	27,513	29,261	31,268
10	28,354	32,472	35,107	38,014
MAX	32,813	38,325	41,534	45,067
Yrs. to MAX	14	14	14	14
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0
				Shortage Not a problem

Note na

IL CHICAGO TEACHERS UNION				Local: 7
Contract Begins: 9/1/89 Expires: 8/31/90				Affiliation of Bargaining Agent: AFT
Step	BA	MA	MA30	MAX
1	21,400	23,005	24,610	25,680
5	26,001	27,606	29,211	30,281
10	32,314	33,919	35,524	36,534
MAX	38,841	40,446	42,051	43,121
Yrs. to MAX	15	15	15	15
Longevity	0	0	0	0
Yrs. Needed	15	15	15	15
				Shortage This year

Note na

KS WICHITA FEDERATION OF TEACHERS				Local: 725
Contract Begins: 7/1/89 Expires: 6/30/90				Affiliation of Bargaining Agent: NEA
Step	BA	MA	MA30	MAX
1	20,854	22,882	23,221	24,473
5	23,862	25,198	26,137	27,389
10	24,166	28,893	29,782	31,034
MAX	0	29,572	31,240	33,221
Yrs. to MAX	7	11	11	12
Longevity	2,294	2,451	2,871	3,654
Yrs. Needed	35	35	35	35
				Shortage This year

Note Gifted is a problem. Also a real concern in the next decade in many areas.

LA JEFFERSON FEDERATION OF TEACHERS

Contract Begins:	4/19/89	Expires:	6/30/90	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$25,296 MA, 15yrs. 89-90: \$26,903
1	16,857	17,417	17,952	18,651	Average Experience: 13.0
5	19,055	19,660	20,237	21,018	Unit Size: 3,600
10	22,067	22,800	23,476	24,268	New Teachers: na
MAX	27,215	28,287	28,590	29,464	Num. Teachers BA1: 201
Yrs. to MAX	20	20	20	20	Teachers Retired: 69
Longevity					
Yrs. Needed	See note	13	13	13	Shortage: This year
Note	Some longevity pay for teachers with 13 years in County. Shortages in many areas.				

Contract Begins:	9/1/89	Expires:	8/31/92	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$37,500 MA, 15yrs. 89-90: \$39,000
1	24,992	26,712	28,437	30,253	Average Experience: 14.5
5	31,838	34,053	36,271	38,607	Unit Size: 5,800
10	31,838	34,053	36,271	38,607	New Teachers: na
MAX	36,473	38,688	40,903	43,243	Num. Teachers BA1: na
Yrs. to MAX	7	7	7	7	Teachers Retired: na
Longevity	1,872	1,872	1,872	1,872	
Yrs. Needed	39	39	39	39	Shortage: na
Note	na				

Contract Begins:	9/1/88	Expires:	6/30/90	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$31,148 MA, 15yrs. 89-90: \$34,262
1	22,000	23,529	24,724	27,715	Average Experience: 12.0
5	27,853	29,448	30,643	31,838	Unit Size: 958
10	na	na	na	na	New Teachers: 18
MAX	32,667	34,262	35,457	36,652	Num. Teachers BA1: 34
Yrs. to MAX	7	7	7	7	Teachers Retired: 6
Longevity					
Yrs. Needed	See note				Shortage: This year
Note	Longevity of 3% per Year of service were frozen in 88-89. Shortage of certified teachers in bilingual areas and special education.				

Contract Begins:	7/1/86	Expires:	6/30/89	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$34,661 MA, 15yrs. 89-90: \$37,434
1	20,520	21,655	22,840	24,195	Average Experience: na
5	21,803	23,324	24,600	26,059	Unit Size: 7,800
10	27,81	27,049	28,527	30,215	New Teachers: na
MAX	35,665	37,434	38,855	39,913	Num. Teachers BA1: 14
Yrs. to MAX	15	15	15	15	Teachers Retired: 12
Longevity	2,006	2,293	2,295	2,298	
Yrs. Needed	25	25	25	25	Shortage: na

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Contract Begins: 7/1/88 Expires: 6/30/91				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$43,735
1	22,605	24,515	25,980	27,015	MA, 15yrs. 89-90: \$48,360
5	30,265	30,740	32,160	33,250	Average Experience: na
10	40,800	44,725	46,150	47,245	Unit Size: 836
MAX	na	46,360	47,785	50,510	New Teachers: 50
Yrs. to MAX	9	10	10	11	Num.Teachers BA1: na
Longevity	1,150	1,150	1,150	1,150	Teachers Retired: 42
Yrs. Needed	25	25	25	25	Shortage: Not a problem

Note Shortages anticipated in areas like vocational education.

Contract Begins: 7/1/89 Expires: 6/30/90				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$40,505
1	23,663	26,157	26,491	26,824	MA, 15yrs. 89-90: \$42,935
5	29,539	33,256	33,590	33,924	Average Experience: 15.0
10	37,419	42,935	43,269	43,603	Unit Size: 11,000
MAX	37,419	42,935	43,714	44,048	New Teachers: 105
Yrs. to MAX	10	10	11	11	Num.Teachers BA1: 24
Longevity	0	0	0	0	Teachers Retired: 596
Yrs. Needed	0	0	0	0	Shortage: This year

Note Shortage in secondary mathematics & science, special education — L.D. (K--12), school psychologists

MI TAYLOR FEDERATION OF TEACHERS				Local: 1085	
Contract Begins: 9/1/88 Expires: 8/31/90				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$41,108
1	20,085	21,925	23,073	24,105	MA, 15yrs. 89-90: \$43,780
5	26,061	27,554	29,088	29,105	Average Experience: 20.0
10	37,793	43,780	45,303	49,105	Unit Size: 675
MAX	0	0	0	0	New Teachers: 12
Yrs. to MAX	10	10	10	10	Num Teachers BA1: 6
Longevity	2,834	3,283	3,394	3,682	Teachers Retired: 12
Yrs. Needed	30	30	30	30	Shortage: In 2 years

Note Shortages in areas of special education, industrial arts, & math. Doctorate is \$49,105 regardless of experience.

MN BLOOMINGTON FEDERATION OF TEACHERS				Local: 1182	
Contract Begins: 7/1/89 Expires: 6/30/91				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$39,370
1	22,631	24,432	24,976	27,960	MA, 15yrs. 89-90: \$41,142
5	25,977	29,260	29,772	33,183	Average Experience: 5.0
10	31,201	35,553	36,057	39,792	Unit Size: 720
MAX	33,471	41,142	41,727	45,980	New Teachers: 26
Yrs. to MAX	13	13	13	13	Num Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 10
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note na

MN DULUTH FED. OF TEACHERS

0802

Contract Begins		7/89		Expires		6/91		Affiliation of	
		BA	MA	MA30	MAX			Bargaining Agent.	AFT
Step								MA, 15yrs. 88-89	\$35,338
1		19,096	22,385	23,658	24,111			MA, 15yrs. 89-90	\$36,424
5		21,961	26,416	27,689	28,963			Average Experience	0.0
10		na	na	na	na			Unit Size	950
MAX		26,416	35,124	38,192	38,829			New Teachers	0
Yrs. to MAX		8	9	9	9			Num Teachers BA1	0
Longevity		1,200	1,200	1,200	1,200			Teachers Retired	0
Yrs. Needed		25	25	25	25			Shortage	na

Note: Schedule is for new teachers. Experienced teachers reach maximum in 12 years.

MN MINNEAPOLIS FEDERATION OF TEACHERS

Locality 1201

Contract Begins		7/1/89		Expires		6/30/91		Affiliation of	
		BA	MA	MA30	MAX			Bargaining Agent.	AFT
Step								MA, 15yrs. 88-89	\$38,345
1		21,015	22,818	24,161	25,403			MA, 15yrs. 89-90	\$39,649
5		25,675	27,765	29,474	31,159			Average Experience	na
10		31,581	38,287	39,318	40,423			Unit Size	2,694
MAX		31,581	39,649	42,301	44,766			New Teachers	250
Yrs. to MAX		8	11	11	11			Num Teachers BA1	18
Longevity		2,000	2,000	2,000	2,000			Teachers Retired	200
Yrs. Needed		25	25	25	25			Shortage	Not a problem

Note: na

MN OSSEO FEDERATION OF TEACHERS

Locality 1212

Contract Begins		7/1/89		Expires		6/30/91		Affiliation of	
		BA	MA	MA30	MAX			Bargaining Agent.	AFT
Step								MA, 15yrs. 88-89	\$40,550
1		31,700	25,550	26,990	27,700			MA, 15yrs. 89-90	\$42,200
5		23,780	29,180	30,830	31,560			Average Experience	12.0
10		28,210	35,960	37,900	38,880			Unit Size	1,133
MAX		31,820	39,220	42,270	43,410			New Teachers	59
Yrs. to MAX		13	12	12	12			Num Teachers BA1	52
Longevity		0.00	1,890	1,130	1,310			Teachers Retired	12
Yrs. Needed		21	21	21	21			Shortage	Not a problem

Note: na

MN ROBBINSDALE FEDERATION OF TEACHERS

Locality 1212

Contract Begins		7/1/89		Expires		6/30/91		Affiliation of	
		BA	MA	MA30	MAX			Bargaining Agent.	AFT
Step								MA, 15yrs. 88-89	\$40,127
1		21,821	25,513	27,136	29,182			MA, 15yrs. 89-90	1,331
5		25,532	31,503	33,027	35,557			Average Experience	na
10		30,574	41,015	42,221	45,517			Unit Size	950
MAX		30,574	41,015	42,221	45,517			New Teachers	45
Yrs. to MAX		3	10	10	10			Num. Teachers BA1	4
Longevity		820	1,500	1,500	1,500			Teachers Retired	4
Yrs. Needed		21	21	21	21			Shortage	Not a problem

Note: na

MO. OZARK CITY FEDERATION OF TEACHERS					Locality: 69
	Contract Begins:	7/1/89		Expires:	6/30/90
Step	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
1	22,47	23,544	24,551	26,942	MA, 15yrs. 88-89: \$38,150
5	24,899	27,944	29,002	31,384	MA, 15yrs. 88-89: \$38,150
10	30,694	34,771	35,778	38,170	Average Experience: 11.0
MAX	33,238	40,058	41,663	45,570	Unit Size: 2,700
Yrs. to MAX	11	12	12	12	New Teachers: 125
Longevity	1,000	1,000	1,000	1,000	Num Teachers BA1: 96
Yrs. Needed	25	25	25	25	Teachers Retired: 4
					Shortage: Not a problem.

Note: na

MO. KANSAS CITY FEDERATION OF TEACHERS					Locality: 69
	Contract Begins:	7/1/89		Expires:	6/30-90
Step	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
1	18,200	20,111	22,295	24,424	MA, 15yrs. 88-89: \$30,849
5	20,748	23,023	25,207	27,846	MA, 15yrs. 88-89: \$30,849
10	23,933	26,663	28,847	32,123	Average Experience: 14.0
MAX	25,844	30,849	32,847	36,400	Unit Size: 3,000
Yrs. to MAX	12	15	15	15	New Teachers: 245
Longevity	0	0	0	0	Num Teachers BA1: 96
Yrs. Needed	0	0	0	0	Teachers Retired: 106
					Shortage: Not a problem.

MO. ST. LOUIS TEACHERS UNION					Locality: 420
	Contract Begins:	7/1/89		Expires:	6/30/90
Step	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
1	20,610	21,297	22,522	23,780	MA, 15yrs. 88-89: \$28,994
5	22,697	23,921	23,155	26,744	MA, 15yrs. 88-89: \$28,994
10	26,509	27,719	28,948	30,154	Average Experience: 16.0
MAX	34,662	36,048	37,936	38,848	Unit Size: 4,500
Yrs. to MAX	20	20	20	20	New Teachers: 180
Longevity	0	0	0	0	Num Teachers BA1: 90
Yrs. Needed	0	0	0	0	Teachers Retired: 126
					Shortage: In 5 years.

Note: For 3 of the last 8 years, employees were frozen. Step: There is no mathematical equivalence between years of service and step.

NH NASHUA TEACHERS UNION					Locality: 1044
	Contract Begins:	9/1/88		Expires:	8/31/92
Step	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
1	21,175	22,797	23,608	24,419	MA, 15yrs. 88-89: \$34,542
5	24,626	26,248	27,759	27,875	MA, 15yrs. 88-89: \$34,542
10	29,143	29,954	30,765	32,387	Average Experience: 14.0
MAX	36,750	38,372	39,183	39,994	Unit Size: 920
Yrs. to MAX	15	15	15	15	New Teachers: 51
Longevity	1,100	1,100	1,100	1,100	Num Teachers BA1: 100
Yrs. Needed	25	25	25	25	Teachers Retired: 0
					Shortage: Not a problem.

Note: Best paying district in the state - 3 to 5 applicants for each yr. and paid.

NJ NEWARK TEACHERS UNION					Local: 481
Contract Begins		7/1/88	Expires		6/30/91
Step	BA	MA	MA30	MAX	Affiliation of
1	22,367	23,564	24,758	na	Bargaining Agent AFT
5	28,037	29,286	30,519	na	MA, 15yrs. 88-89 \$40,832
10	31,860	33,929	35,179	na	MA, 15yrs. 89-90 \$43,532
MAX	41,820	43,532	45,257	na	Average Experience 15 0
Yrs. to MAX	13	13	13		Unit Size 5,500
Longevity	FRR	ERR	ERR	ERR	New Teachers 150
Yrs Needed	25	25	25	0	Num Teachers BA1 100
					Teachers Retired 75
					Shortage Not a problem

(Note na)

NM ALBUQUERQUE FEDERATION OF TEACHERS**Local:** 3420

Contract Begins 8/1/88 Expires 7/31/90					Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent AFT
1	18,060	19,304	20,239	22,202	MA, 15yrs. 88-89 \$25,175
5	19,184	20,428	21,321	23,326	MA, 15yrs. 89-90 \$25,888
10	21,368	22,612	23,515	24,806	Average Experience 14 0
MAX	27,920	29,710	31,159	34,246	Unit Size 4,400
Yrs to MAX	24	24	24	26	New Teachers 401
Longevity	0	0	0	0	Num Teachers BA1 6
Yrs Needed	0	0	0	0	Teachers Retired 97
					Shortage This year

(Note Shortage in special education. Many individuals for special education are not fully certified and have waivers)

NY ALBANY PUBLIC SCHOOL TEACHERS ASSOCIATION**Local:** 2455

Contract Begins 7/1/87 Expires 6/30/91					Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent AFT
1	26,808	28,126	29,117	30,105	MA, 15yrs. 88-89 \$35,750
5	27,436	28,757	29,715	30,739	MA, 15yrs. 89-90 \$40,040
10	31,551	32,919	33,943	34,312	Average Experience na
MAX	38,510	40,040	41,103	42,168	Unit Size 700
Yrs to MAX	13	13	13	13	New Teachers na
Longevity	3,562	3,616	3,651	3,672	Num Teachers BA1 a
Yrs Needed	25	25	25	25	Teachers Retired 5
					Shortage Not a problem

(Note Max is 13 years for new teachers. Experienced teachers may take 16 years)

NY BOCES TEACHERS ASSOCIATION**Local:** 2645

Contract Begins 7/86 Expires 6/91					Affiliation of
Step	BA	MA	MA30	MAX	Bargaining Agent AFT
1	23,032	26,026	28,329	31,784	MA, 15yrs. 88-89 \$39,761
5	27,638	31,231	33,995	38,141	MA, 15yrs. 89-90 \$44,244
10	33,396	37,738	41,078	46,087	Average Experience 17 0
MAX	41,806	47,048	51,076	57,122	Unit Size 40
Yrs to MAX	24	24	24	24	New Teachers 12
Longevity	0	0	0	0	Num Teachers BA1 1
Yrs Needed	0	0	0	0	Teachers Retired 1
					Shortage Not a problem

(Note na)

Contract Begins: 7/89 Expires: 6/92				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 89-90: \$45,573
1	23,508	27,901	20,985	34,411	MA, 15yrs. 89-90: \$46,663
5	26,210	32,011	35,027	40,065	Average Experience: 17.0
10	34,067	38,084	42,076	47,108	Unit Size: 987
MAX	49,367	57,007	56,770	63,798	New Teachers: 24
Yrs. to MAX	23	23	23	23	Num.Teachers BA1: 0
Longevity	0	0	0	0	Teachers Retired: 5
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/87 Expires: 6/30/90				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 89-90: \$39,365
1	21,700	24,000	26,100	26,100	MA, 15yrs. 89-90: \$42,514
5	26,471	28,945	31,142	31,142	Average Experience: 19.0
10	33,822	36,298	38,491	38,491	Unit Size: 631
MAX	42,195	46,441	49,031	49,031	New Teachers: 19
Yrs. to MAX	23	23	23	23	Num.Teachers BA1: 9
Longevity	0	0	0	0	Teachers Retired: 11
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: Continuous increments only through step 12.

Contract Begins: 7/1/89 Expires: 6/30/92				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 89-90: \$37,035
1	26,575	27,235	27,785	28,335	Average Experience: 13.0
5	29,500	30,160	30,710	31,260	Unit Size: 560
10	33,375	34,035	34,585	35,135	New Teachers: 25
MAX	40,575	41,235	41,785	42,335	Num.Teachers BA1: 15
Yrs. to MAX	20	20	20	20	Teachers Retired: 7
Longevity	2,220	2,220	2,220	2,215	Shortage: na
Yrs. Needed	0	0	0	0	

Note: There are 4 longevity steps on top of the 20-step schedule

Contract Begins: 7/1/88 Expires: 6/30/95				Affiliation of Bargaining Agent: AFT	
Step	BA	MA	MA30	MAX	MA, 15yrs. 89-90: \$41,846
1	25,061	26,830	30,827	33,851	Average Experience: 20.0
5	28,854	31,987	33,449	35,648	Unit Size: 550
10	31,341	35,676	37,658	40,832	New Teachers: 36
MAX	42,184	45,732	47,740	50,285	Num.Teachers BA1: 7
Yrs. to MAX	25	25	25	25	Teachers Retired: 25
Longevity	1,832	7,900	7,677	7,650	Shortage: Not a problem
Yrs. Needed	37	37	37	37	

Note: na

Contract Begins:	7/1/89	Expires:	6/30/92
Step	BA	MA	MA30
1	22,420	28,058	28,073
5	28,858	31,291	33,507
10	32,401	37,076	38,894
MAX	44,859	55,452	58,085
Yrs. to MAX	25	25	25
Longevity	0	0	0
Yrs. Needed	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$40,701
MA, 15yrs. 89-90: \$45,256
Average Experience: 15.0
Unit Size: 680
New Teachers: 17
Num.Teachers BA1: 1
Teachers Retired: 3

Shortage: na

Note: Difficult to find Speech Teacher, School Psychologist, and Earth Sciences Teacher. 1/30/89 salary data.

Contract Begins:	7/1/89	Expires:	6/30/91
Step	BA	MA	MA30
1	24,322	25,944	25,944
5	0	0	0
10	0	0	45,402
MAX	40,537	47,023	64,860
Yrs. to MAX	15	15	15
Longevity	700	700	700
Yrs. Needed	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$41,044
MA, 15yrs. 89-90: \$41,044
Average Experience: 4.0
Unit Size: 700
New Teachers: 70
Num.Teachers BA1: 35
Teachers Retired: 15

Shortage: Not a problem

Note: na

Contract Begins:	7/1/89	Expires:	6/30/91
Step	BA	MA	MA30
1	24,338	27,907	29,500
5	28,768	33,156	34,622
10	34,213	40,188	41,655
MAX	40,178	49,407	52,850
Yrs. to MAX	14	14	14
Longevity	500	1,065	1,065
Yrs. Needed	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$46,392
MA, 15yrs. 89-90: \$49,407
Average Experience: 20.0
Unit Size: 985
New Teachers: 53
Num.Teachers BA1: 5
Teachers Retired: 17

Shortage: Not a problem

Note: na

Contract Begins:	7/1/89	Expires:	6/30/91
Step	BA	MA	MA30
1	23,060	25,380	27,290
5	26,320	30,080	32,270
10	32,520	35,770	38,480
MAX	34,020	38,080	40,865
Yrs. to MAX	12	12	12
Longevity	3,000	3,000	3,000
Yrs. Needed	20	20	20

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$36,440
MA, 15yrs. 89-90: \$39,620
Average Experience: 15.0
Unit Size: 850
New Teachers: 64
Num.Teachers BA1: 30
Teachers Retired: 19

Shortage: In 3 years

Note: MA is BA + 28, MA30 is BA + 88, Max is BA + 80.

Contract Begins:		7/1/87		Expires:		6/30/90	
	Step	BA	MA	MA30	MAX		
	1	19,321	22,314	24,707	26,466		
	5	24,327	27,310	28,712	31,505		
	10	31,763	34,170	35,599	37,762		
	MAX	36,168	40,433	43,477	46,270		
Yrs. to MAX		17	17	17	17		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$35,278
MA, 15yrs. 89-90: \$38,930
Average Experience: 20.0
Unit Size: 700
New Teachers: 35
Num.Teachers BA1: 15
Teachers Retired: 20

Shortage: Not a problem

Note: na

Contract Begins:		7/1/89		Expires:		6/30/92	
	Step	BA	MA	MA30	MAX		
	1	25,108	28,874	31,385	35,151		
	5	30,130	34,368	36,806	40,676		
	10	36,532	41,303	43,813	47,580		
	MAX	44,618	56,483	59,004	62,770		
Yrs. to MAX		23	23	23	23		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$45,055
MA, 15yrs. 89-90: \$48,207
Average Experience: 18.0
Unit Size: 620
New Teachers: 42
Num.Teachers BA1: 30
Teachers Retired: 12

Shortage: Not a problem

Note: na

Contract Begins:		7/1/87		Expires:		6/30/90	
	Step	BA	MA	MA30	MAX		
	1	26,934	28,935	28,935	28,935		
	5	34,546	67,653	39,225	41,068		
	10	41,563	44,370	46,241	48,114		
	MAX	48,015	53,160	55,285	57,604		
Yrs. to MAX		26	26	26	26		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$39,450
MA, 15yrs. 89-90: \$44,380
Average Experience: 11.0
Unit Size: 2,580
New Teachers: 80
Num.Teachers BA1: 218
Teachers Retired: 30

Shortage: Not a problem

Note: Approximate schedule—new teachers have an 11-step schedule. Lead Teacher provisions enhance professional salaries by 8-15%.

Contract Begins:		7/1/87		Expires:		6/30/90	
	Step	BA	MA	MA30	MAX		
	1	16,580	19,148	20,736	22,824		
	5	21,272	23,860	25,948	28,036		
	10	27,162	29,750	31,638	33,526		
	MAX	33,062	36,818	41,282	44,526		
Yrs. to MAX		22	22	22	22		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$30,725
MA, 15yrs. 89-90: \$32,106
Average Experience: 3.0
Unit Size: 650
New Teachers: 23
Num.Teachers BA1: 8
Teachers Retired: 10

Shortage: Not a problem

Note: na

Contract Begins:	7/1/88	Expires:	6/30/92
Step	BA	MA	MA30
1	24,800	26,160	27,685
5	25,442	26,807	28,413
10	26,973	30,757	32,457
MAX	45,719	49,652	51,852
Yrs. to MAX	21	21	21
Longevity	0	0	0
Yrs. Needed	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: \$33,689
MA, 15yrs. 89-90: \$35,346
Average Experience: 18.0
Unit Size: 600
New Teachers: 21
Num.Teachers BA1: 5
Teachers Retired: 5

Shortage: Not a problem

Note: \$30.00 per credit hour after MA30; many teachers expected to retire.

Step	BA	MA	MA30
1	21,500	24,400	25,150
5	23,630	26,720	27,470
10	29,218	32,832	33,582
MAX	40,000	45,275	46,025
Yrs. to MAX	15	15	15
Longevity	0	0	0
Yrs. Needed	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: \$34,575
MA, 15yrs. 89-90: \$36,078
Average Experience: 18.0
Unit Size: 540
New Teachers: 25
Num.Teachers BA1: 7
Teachers Retired: 20

Shortage: Not a problem

Note: Years to maximum is 15 for teachers hired before 9/1/85; 15 for those hired after.

Step	BA	MA	MA30
1	24,317	27,978	30,199
5	28,981	32,883	35,381
10	35,885	39,168	42,016
MAX	45,118	50,851	54,378
Yrs. to MAX	25	25	25
Longevity	1,500	1,500	1,500
Yrs. Needed	See note	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: \$44,085
MA, 15yrs. 89-90: \$47,524
Average Experience: na
Unit Size: 650
New Teachers: 53
Num.Teachers BA1: na
Teachers Retired: 6

Shortage: Not a problem

Note: \$600 in longevity is added after 20 years and another \$1,000 after 25 years.

Step	BA	MA	MA30
1	20,879	22,223	23,570
5	25,478	26,823	28,171
10	30,529	32,212	33,560
MAX	36,434	41,535	43,432
Yrs. to MAX	13	15	15
Longevity	1,490	1,490	1,490
Yrs. Needed	25	25	25

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: \$41,535
MA, 15yrs. 89-90: negotiating
Average Experience: 19.0
Unit Size: 1,500
New Teachers: 47
Num.Teachers BA1: 23
Teachers Retired: 31

Shortage: In 1-2 yrs.

Note: 1988-89 schedule; negotiating for 1989-90 at time of publication.

Contract Begins:	9/9/87	Expires:	8/30/90	
Step	BA	MA	MA30	MAX
1	25,000	28,340	31,478	31,478
5	27,000	30,340	33,478	33,478
10	33,614	36,664	40,984	40,984
MAX	43,521	46,781	50,000	50,000
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	20	20	20	20

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$42,345
MA, 15yrs. 89-90: \$43,566
Average Experience: 12.0
Unit Size: 84,577
New Teachers: 4,286
Num.Teachers BA1: 3,423
Teachers Retired: 1,600
Shortage: This year

Note: Plus \$400 annuity contribution, some cash payments on higher steps and 2 1/2% pension pick-up for pre-76 hires.

Contract Begins:	7/1/89	Expires:	6/30/92	
Step	BA	MA	MA30	MAX
1	24,284	25,254	na	26,334
5	26,484	28,514	na	29,504
10	29,656	31,886	na	32,949
MAX	44,979	48,049	na	49,129
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$31,578
MA, 15yrs. 89-90: \$33,579
Average Experience: 20.0
Unit Size: 760
New Teachers: 38
Num.Teachers BA1: 26
Teachers Retired: 13
Shortage: This year

Note: na

Contract Begins:	7/1/88	Expires:	6/30/91	
Step	BA	MA	MA30	MAX
1	19,000	20,945	22,415	25,285
5	22,000	23,945	25,415	28,285
10	27,600	29,545	31,015	33,685
MAX	38,300	38,245	39,715	42,585
Yrs. to MAX	15	15	15	15
Longevity	950	950	950	950
Yrs. Needed	25	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$26,880
MA, 15yrs. 89-90: \$28,745
Average Experience: 17.0
Unit Size: 650
New Teachers: 30
Num.Teachers BA1: 20
Teachers Retired: 5
Shortage: This year

Note: na

Contract Begins:	7/1/88	Expires:	6/30/91	
Step	BA	MA	MA30	MAX
1	26,648	30,880	33,120	35,579
5	31,033	36,043	38,358	41,623
10	36,838	43,262	45,782	48,819
MAX	41,598	51,374	53,879	56,942
Yrs. to MAX	15	15	15	15
Longevity	0	2,235	2,422	2,150
Yrs. Needed	0	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$47,790
MA, 15yrs. 89-90: \$51,374
Average Experience: 17.0
Unit Size: 575
New Teachers: 40
Num.Teachers BA1: 15
Teachers Retired: 30
Shortage: Not a problem

Note: MA required to go past step 12.

Contract Begins:	9/1/87		Expires:	8/31/90
	BA	MA	MA30	MAX
Step				
1	22,065	22,814	23,414	24,264
5	25,058	25,771	26,371	27,211
10	28,468	30,511	31,111	31,861
MAX	35,715	38,376	39,976	40,816
Yrs. to MAX	15	15	15	15
Longevity	3,000	3,000	3,000	3,000
Yrs. Needed	33	33	33	33

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$36,269
MA, 15yrs. 89-90: \$39,376
Average Experience: 19.0
Unit Size: 640
New Teachers: 49
Num.Teachers BA1: 4
Teachers Retired: 11

Shortage: Not a problem

Note: Max is BA + 72 credit hours.

Contract Begins:	7/1/88		Expires:	6/30/91
	BA	MA	MA30	MAX
Step				
1	26,636	29,306	31,359	34,375
5	32,435	34,787	36,838	39,874
10	40,101	42,453	44,504	47,640
MAX	52,177	54,719	56,769	59,805
Yrs. to MAX	18	18	18	18
Longevity	4,410	4,410	4,410	4,410
Yrs. Needed	27	27	27	27

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$46,986
MA, 15yrs. 89-90: \$50,119
Average Experience: na
Unit Size: 650
New Teachers: 9
Num.Teachers BA1: 0
Teachers Retired: 4

Shortage: Not a problem

Note: na

Contract Begins:	1/1/88		Expires:	12/31/91
	BA	MA	MA30	MAX
Step				
1	25,377	26,027	27,027	28,127
5	27,877	28,527	29,027	30,627
10	30,377	31,027	31,527	33,129
MAX	See note	0	0	0
Yrs. to MAX	See note	0	0	0
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$33,316
MA, 15yrs. 89-90: \$36,057
Average Experience: 13.0
Unit Size: 1,880
New Teachers: 109
Num.Teachers BA1: 48
Teachers Retired: 33

Shortage: This year

Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$61,361 with 40 years experience.

Contract Begins:	1/1/88		Expires:	12/31/91
	BA	MA	MA30	MAX
Step				
1	25,377	26,027	27,027	28,127
5	27,877	28,527	29,027	30,627
10	30,377	31,027	31,527	33,129
MAX	(See note below)	0	0	0
Yrs. to MAX	(See note below)	0	0	0
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$33,316
MA, 15yrs. 89-90: \$36,057
Average Experience: 13.0
Unit Size: 1,880
New Teachers: 109
Num.Teachers BA1: 48
Teachers Retired: 33

Shortage: This year

Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$61,361 with 40 years experience.

Contract Begins:	7/1/87	Expires:	6/31/90	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$37,721
1	21,025	22,124	22,719	na	MA, 15yrs. 89-90: \$40,463
5	24,158	27,085	27,655	na	Average Experience: na
10	29,080	33,215	35,851	na	Unit Size: 5,600
MAX	34,851	40,348	41,209	na	New Teachers: na
Yrs. to MAX	16	14	14	na	Num.Teachers BA1: na
Longevity	3,128	3,345	3,392	0	Teachers Retired: na
Yrs. Needed	36	36	36	0	Shortage: na

Note: na

Contract Begins:	6/16/88	Expires:	1/31/91	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$33,300
1	20,100	20,700	22,600	24,300	MA, 15yrs. 89-90: \$35,800
5	22,100	23,400	24,900	26,400	Average Experience: na
10	27,250	29,350	30,850	32,350	Unit Size: 2,500
MAX	32,150	33,750	34,350	36,750	New Teachers: 35
Yrs. to MAX	15	15	15	15	Num.Teachers BA1: na
Longevity	4,200	6,450	7,150	6,250	Teachers Retired: 25
Yrs. Needed	27	27	27	27	Shortage: This year

Note: Step increase every 3 years from 18 to 27 years. Some shortage in special education and math/science.

Contract Begins:	11/7/88	Expires:	0	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$24,441
1	17,831	19,002	19,222	19,800	MA, 15yrs. 89-90: \$25,060
5	19,058	20,158	20,378	21,010	Average Experience: na
10	21,285	22,330	22,550	23,430	Unit Size: 2,300
MAX	27,212	28,954	29,187	30,116	New Teachers: 209
Yrs. to MAX	17	17	17	17	Num.Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 30
Yrs. Needed	0	0	0	0	Shortage: This year

Note: Certified teachers get a certificate to teach special education after a one-week course.

TEACHERS					
Contract Begins:	9/1/88	Expires:	6/31/92	Affiliation of Bargaining Agent:	AFT
Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$38,092
1	22,000	22,500	22,800	23,500	MA, 15yrs. 89-90: \$41,200
5	25,490	28,370	28,135	29,875	Average Experience: na
10	33,872	36,113	37,265	39,473	Unit Size: 20,000
MAX	36,498	41,200	44,364	47,759	New Teachers: 600
Yrs. to MAX	11	11	11	11	Num.Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 400
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: Salary data effective on 2/1/88.

Contract Begins:	9/1/88	Expires:	9/31/92	
Step	BA	MA	MA30	MAX
1	23,500	24,700	25,300	26,300
5	27,150	29,200	28,800	30,200
10	42,000	44,500	45,100	46,100
MAX	42,000	44,500	45,100	46,100
Yrs. to MAX	10	10	10	10
Longevity	500	500	500	500
Yrs. Needed	22	22	22	22

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-90: \$40,000
MA, 15yrs. 89-90: \$42,000
Average Experience: na
Unit Size: 3,200
New Teachers: na
Num. Teachers BA1: na
Teachers Retired: na

Shortage: na

Note: Salary schedule effective 9/1/88.

Contract Begins:	9/1/88	Expires:	8/31/90	
Step	BA	MA	MA30	MAX
1	20,210	21,510	21,880	22,950
5	27,156	28,456	29,026	30,026
10	37,183	38,583	39,953	41,000
MAX	37,183	38,583	39,953	41,000
Yrs. to MAX	10	10	10	10
Longevity	928	928	928	928
Yrs. Needed	30	30	30	30

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-90: \$36,545
MA, 15yrs. 89-90: \$38,583
Average Experience: 19.0
Unit Size: 740
New Teachers: 27
Num. Teachers BA1: 6
Teachers Retired: 10

Shortage: Not a problem

Note: na

Contract Begins:	9/1/88	Expires:	8/31/91	
Step	BA	MA	MA30	MAX
1	20,270	22,340	22,827	23,127
5	27,494	29,549	29,941	30,351
10	37,385	39,440	39,842	40,242
MAX	37,385	39,440	39,842	40,242
Yrs. to MAX	10	10	10	10
Longevity	1,387	1,387	1,387	1,387
Yrs. Needed	22	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-90: \$37,360
MA, 15yrs. 89-90: \$39,740
Average Experience: na
Unit Size: 1,300
New Teachers: na
Num. Teachers BA1: na
Teachers Retired: na

Shortage: This year

Note: A residency requirement causes shortages.

Contract Begins:	9/1/88	Expires:	8/31/91	
Step	BA	MA	MA30	MAX
1	20,339	21,929	22,489	23,159
5	27,586	29,236	29,756	30,106
10	37,517	39,161	39,661	40,071
MAX	37,517	39,161	39,661	40,071
Yrs. to MAX	10	10	10	10
Longevity	900	900	900	900
Yrs. Needed	30	30	30	30

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-90: \$37,030
MA, 15yrs. 89-90: \$39,161
Average Experience: 7.0
Unit Size: 950
New Teachers: 47
Num. Teachers BA1: 35
Teachers Retired: 25

Shortage: Not a problem

Note: na

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent:	No bargaining
	Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$30,571
	1	19,000	19,355	na	na	MA, 15yrs. 89-90:	\$30,153
	5	21,668	22,241	na	na	Average Experience:	na
	10	23,436	26,441	na	na	Unit Size:	na
	MAX	31,407	35,539	na	na	New Teachers:	na
Yrs. to MAX		16	16	na	na	Num.Teachers BA1:	na
Longevity		0	0	0	0	Teachers Retired:	na
Yrs. Needed		0	0	0	0	Shortage:	Not a problem

Note: Salary dates are for than Anteze only.

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent:	AFT
	Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$26,400
	1	20,000	20,000	na	na	MA, 15yrs. 89-90:	\$27,800
	5	22,700	23,530	na	na	Average Experience:	na
	10	23,530	24,360	na	na	Unit Size:	2,400
	MAX	30,450	32,800	na	na	New Teachers:	300
Yrs. to MAX		26	31	na	na	Num.Teachers BA1:	85
Longevity		0	0	0	0	Teachers Retired:	100
Yrs. Needed		0	0	0	0	Shortage:	This year

Note: na

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent:	No bargaining
	Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$41,071
	1	24,255	27,332	28,488	29,765	MA, 15yrs. 89-90:	\$43,125
	5	27,580	30,657	31,813	33,093	Average Experience:	13.0
	10	33,235	36,312	37,488	38,748	Unit Size:	10,000
	MAX	46,491	49,568	50,724	52,004	New Teachers:	790
Yrs. to MAX		19	19	19	19	Num.Teachers BA1:	256
Longevity		0	0	0	0	Teachers Retired:	na
Yrs. Needed		0	0	0	0	Shortage:	In 2 years

Note: Shortage in Science, Math, Special Education. Add 8% bonus for Career Level II teachers.

Contract Begins:		10/1/87	Expires: 10/30/91				Affiliation of Bargaining Agent:	AFT
	Step	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$33,821	
	1	19,080	20,571	21,914	22,807	MA, 15yrs. 89-90:	\$35,851	
	5	24,280	22,322	26,545	26,402	Average Experience:	na	
	10	30,007	21,238	31,273	32,126	Unit Size:	2,400	
	MAX	41,845	37,181	42,931	43,811	New Teachers:	na	
Yrs. to MAX		20	20	20	20	Num.Teachers BA1:	na	
Longevity		0	0	0	0	Teachers Retired:	na	
Yrs. Needed		0	0	0	0	Shortage:	na	

Note: na

HIGHER CONTRACT ANNUAL PERCENTAGE RAISES: 1988-89 TO 1989-90
 (APRIL 1988 THROUGH APRIL 1989)

CWD locus School District	Per- sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
September							
Springfield IA	1,800	Jun-88	6.6	0.0	5.5		+3 lump sum of \$300, \$400 & \$400
Waterbury CT	1,200	Apr-87	8.8				Arbitration award
State Voc. Teach. CT	1,400	Jun-88	9.0				Unscheduled wage reopener & contr. extension
Bridgeport CT	1,100		7.0	10.0			Unscheduled wage reopener & contr. extension
Philadelphia PA	1,500	Apr-88	4.0	4.0	5.0	6.0	+300 lump sum on 8/1/88
Baltimore County MD	6,400	Jun-88	4.0				
Bel Air MD	1,800	Feb-88	7.0				Scheduled wage reopener
Carroll County MD	1,500	Feb-88	9.0	8.0			
Toledo OH	2,600	Jun-88	5.9	5.9	*		
Evaneville IN	1,300	May-88	7.0	4.5			2nd yr. maybe higher depending on revenue
Milwaukee WI	5,700	Apr-88	4.5				
Wichita KS	2,900	Jun-88	8.9				
Topeka KS	1,200	Jun-88	4.0	*	*		One day added to year
Kansas City KS	1,650	Jun-88	5.8				
Tucson AZ	3,000	Jun-88	3				
Beaverton OR	1,250	Jul-88	5.4	5.4	6		Scheduled wage reopener
Chula Vista CA	2,150	Jun-88	4.3				
October							
Washington Co. MD	1,100	Aug-88	6.2				
Nashville TN	4,300	Jul-88	6.8				
Dade County FL	15,000	Aug-88	9.0	9.0	10		
Marion County FL	1,750	Aug-88	8.0				
Polk County FL	3,600	Sep-88	7.4	*	*		Reopener in 2nd yr. of 2 yr. contract
Clay County FL	1,200	Sep-88	6.3	*	*		
Bay County FL	1,300	Aug-88	6.0	*			
Tulsa OK	2,300	Aug-88	*				\$1,400 lump sum
Flint MI		Oct-87	0.0				
Utica MI	1,200	Sep-88	1.0	5.5	5.5		
Jordan UT	2,800	Sep-88	0.0				
Phoenix AZ	1,100	Apr-88	7.8				
Tucson AZ	1,500	Sep-88	2.5				
Edmonds WA	1,000		2.7				
Salem OR	1,400	Jul-88	2.5				Scheduled wage reopener; 2 days added to yr.
Hayward, CA	1,000		5.0				Reopener in 2nd yr. of 3 yr. contract
November							
Warwick RI	1,050	Sep-88	5.7	5.7	8.0		Reopener in 2nd yr. of 3 yr. contract
New Rochelle NY	1,000	Sep-88	6.0	6.0	*		
Newark NJ	4,200	Aug-88	5.8	5.8			
Orange FL	5,200	Sep-88	8.0				
Oklak Co. FL	1,550	Aug-88	10.0	*	*		
Seminole FL	2,500	Aug-88	7.5				
Duval FL	6,400	Sep-88	3.5	7.0			Reopener in 2nd yr. of 3 yr. contract
Cleveland OH	4,470	Sep-88	6.0	6.0			
Sioux Falls SD	1,000	Jun-88	8.0				
Clark Co. NV	5,300	Jun-88	4.8				
Spokane WA	1,300	Aug-88	2.1				Scheduled wage reopener
							Reopener in 2nd yr. of 2 yr. contract

Table IV-1

AVERAGE SALARY ADJUSTMENTS IN AGREEMENTS COVERING 1,000 OR MORE TEACHERS

	Reported in CWD (a):					National Average (b)
	Aug. 1985- Aug. 1986	Aug. 1985- Aug. 1987	Aug. 1985- Aug. 1988	Aug. 1985- Aug. 1989	Aug. 1985- Dec. 1989	
Total number of personnel (c)	237,400	230,050	355,297	242,165	130,469	2,100,000
Number of agreements (d)	129	105	158	129	53	na
Percent adjustments in: (e)						
1985-86 (number of agreements)	6.7 (75)	na	na	na	na	7.2 (14)
1986-87 (number of agreements)	6.3 (40)	5.8 (75)	na	na	na	5.4 (124)
1987-88 (number of agreements)	7.2 (14)	6.1 (20)	5.4 (98)	na	na	5.7 (132)
1988-89 (number of agreements)	na	6.1 (10)	5.8 (43)	5.6 (86)	na	5.7 (139)
1989-90 (number of agreements)	na	na	7.3 (18)	6.0 (28)	5.9 (44)	na (90)
1990-91 (number of agreements)	na	na	na	6.3 (16)	6.4 (9)	na (25)
Average annual percent adjustment over life of agreement (e)	6.6	5.9	5.4	5.7	6.1	na

(a) Includes salary adjustments reported in those issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.

(b) "Survey and Analysis of Salary Trends 1990," AFT Department of Research, August 1990. Salary adjustments represent annual increases in average salary.

(c) Units may include personnel other than classroom teachers.

(d) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

(e) Unweighted average.

(f) Average weighted by number of contracts.

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TABLE IV-2

PARAPROFESSIONALS AND SCHOOL-RELATED PERSONNEL: AVERAGE SALARY OR WAGE ADJUSTMENTS IN AGREEMENTS COVERING 1,000 OR MORE PERSONS, 1985-86 TO 1990-91

	Reported in CWD (a):					Weighted Average (d)
	Aug. 1985- Aug. 1986	Aug. 1986- Aug. 1987	Aug. 1987- Aug. 1988	Aug. 1988- Aug. 1989	Aug. 1989- Dec. 1990 ^a	
Total number of personnel	104,300	88,803	92,650	59,098	47,957	
Number of agreements (b)	47	46	59	38	18	
Percent adjustments in: (c)						
1985-86 (number of agreements)	6.6 (29)	na	na	na	na	6.3 (36)
1986-87 (number of agreements)	6.0 (14)	6.2 (37)	na	na	na	6.0 (55)
1987-88 (number of agreements)	6.5 (4)	4.1 (8)	4.7 (38)	na	na	5.7 (42)
1988-89 (number of agreements)	na	4.0 (1)	5.1 (13)	6.0 (26)	na	5.7 (40)
1989-90 (number of agreements)	na	na	4.8 (8)	5.6 (7)	6.3 (17)	5.8 (32)
1990-91 (number of agreements)	na	na	na	5.7 (5)	5.0 (1)	5.6 (6)
Average annual percent adjustment over life of agreement (c)	6.7	6.0	4.7	6.0	6.3	na

(a) Includes salary adjustments reported in these issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.

(b) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

(c) Unweighted average.

(d) Average weighted by number of contracts.

TABLE IV-3

ACHER CONTRACT ANNUAL PERCENTAGE RAISES: 1988-89 TO 1991-92

(Plotted on August, 1988 to August, 1991 data)

CWD Issue School District	Per- sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
September							
Springfield IA	1,800	Jun-88	6.6	0.0	5.5		+3 lump sum of \$600, \$400 & \$400
Waterbury CT	1,200	Apr-87	8.8				Arbitration award
State Voc. Teach. CT	1,400	Jun-88	9.0				Unechelched wage reopener & contr. extension
Bridgeport CT	1,100		7.0	10.0			Unechelched wage reopener & contr. extension
Philadelphia PA	1,500	Apr-88	4.0	4.0	5.0	6.0	+900 lump sum on 9/1/88
Baltimore County MD	6,400	Jun-88	4.0				
Bel Air MD	1,800	Feb-88	7.0				Scheduled wage reopener
Carroll County MD	1,500	Feb-88	9.0	8.0			
Toledo OH	2,600	Jun-88	5.9	5.9	*		
Evaneville IN	1,300	May-88	7.0	4.5			2nd yr. maybe higher depending on revenue
Milwaukee WI	5,700	Apr-88	4.5				
Wichita KS	2,900	Jun-88	8.9				One day added to year
Topeka KS	1,200	Jun-88	4.0	*	*		
Kansas City KS	1,650	Jun-88	5.8				
Tucson AZ	3,000	Jun-88	3				Scheduled wage reopener
Beaverton OR	1,250	Jul-88	5.4	5.4	6		
Chula Vista CA	2,150	Jun-88	4.3				
October							
Washington Co. MD	1,100	Aug-88	6.2				
Nashville TN	4,300	Jul-88	6.8				
Dade County FL	15,000	Aug-88	9.0	9.0	10		
Marion County FL	1,750	Aug-88	8.0				Reopener in 2nd yr. of 2 yr. contract
Polk County FL	3,600	Sep-88	7.4	*	*		
Clay County FL	1,200	Sep-88	6.3	*	*		
Bay County FL	1,300	Aug-88	5.0	*			
Tulsa OK	2,300	Aug-88	*				\$1,400 lump sum
Flint MI		Oct-87	0.0				
Utica MI	1,200	Sep-88	1.0	5.5	5.6		
Jordan UT	2,800	Sep-88	0.0				
Phoenix AZ	1,100	Apr-88	7.8				
Tucson AZ	1,500	Sep-88	2.5				
Edmonds WA	1,000		2.7				Scheduled wage reopener; 2 days added to yr.
Salem Or	1,400	Jul-88	2.5				Reopener in 2nd yr. of 3 yr. contract
Hayward, CA	1,000		5.0				Reopener in 2nd yr. of 3 yr. contract
November							
Warwick RI	1,050	Sep-88	5.7	5.7	8.0		
New Rochelle NY	1,000	Sep-88	6.0	6.0	*		
Newark NJ	4,200	Aug-88	5.8	5.8			
Orange FL	5,200	Sep-88	8.0				Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co. FL	1,550	Aug-88	10.0	*	*		
Seminole FL	2,500	Aug-88	7.5				Reopener in 2nd yr. of 3 yr. contract
Duval FL	6,400	Sep-88	3.5	7.0			
Cleveland OH	4,470	Sep-88	6.0	6.0			
Sioux Falls SD	1,000	Jun-88	8.0				
Clerk Co. NV	6,300	Jun-88	4.6				Scheduled wage reopener
Spokane WA	1,300	Aug-88	2.1				Reopener in 2nd yr. of 2 yr. contract

TABLE IV-3 (Continued)

CWD Issue	Per-State	Personnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
December								
Providence	RI	1,200	Jun-88	6.0	5.0	5.0		
Patterson	NJ	2,100	Sep-88	8.5	10.5	11.5		
Trenton	NJ	1,200	Sep-88	8.0	10.0	10.0		
Manatee	FL	1,400	Aug-88	7.0	*	*		
Orange County	FL	5,200	Sep-88	8.0				Reopener in 2nd yr of 3 yr. contract
Lee County	FL	2,400	Oct-88	8.5				Reopener in 2nd yr. of 3 yr. contract
Rockford	IL	1,800	Aug-88	5.6				
Peoria	IL	1,000	Aug-88	4.6	*	*		
Des Moines	IA	2,000	Aug-88	4.6				Reopener in 2nd yr of 4 yr. contract
Salt Lake City	UT	1,200	Oct-88	2.0				
Davi County	UT	1,900	Aug-88					\$240 lump sum
Washoe County	NV	1,850	Oct-88	3.0	*	*		
January, 1989								
Pasco County	FL	1,950	Oct-88	6.0				Reopener in 3rd yr of 3 yr contract
Hillsborough	FL	7,000	Aug-88	6.0	*	*		
New Orleans	LA	4,700	Oct-88	7.0				Reopener in 2nd yr of 3 yr. contract
Boise	ID	1,200						Automatic cost-of-living adjustment
Long Beach	CA	2,800	Nov-88	7.0	3.0	3.0		
Garden Grove	CA	1,800	Jan-89	5.5				
San Diego	CA	1,200	Aug-88	2.5				
February								
Jersey City	NJ	2,600	Jun-88	3.0	4.0	3.0		
Hamilton County	TN	2,300	Nov-88	9.5				Reopener in 2nd yr. of 3 yr contract
Escambia County	FL	2,500	Sep-88	7.7				Reopener in 2nd yr of 3 yr. contract
Leon County	FL	1,700	Oct-89	8.0				Reopener in 2nd yr. of 2 yr. contract
Oklahoma City	OK	2,300	Nov-88	4.8	*			
Jefferson Co.	CO	4,050	Dec-88	3.0	3.0	3.0		
Oakland	Ca	4,000	Aug-88	4.0	*	*		
March								
Memphis	TN	2,500	Oct-88	8.3	*	*		
Alachua	FL	1,500	Nov-88	5.5	8.0			Reopener in 2 yr contr. & extension
Aurora	CO	1,500	Jan-89	3.0				Reopener in 2nd yr. of 3 yr. contract
Cherry Creek	CO	1,600	Dec-88	1.5				
Albuquerque	NM	5,000	Oct-88	2.0	5.0			
Fresno	CA	1,700	Dec-88	5.0				Reopener in 2nd yr. of 3 yr contract
San Diego	CA	6,700	Nov-88	6.0	*	*	*	Reopeners pegged to state funding
June								
Stamford	CT	1,300	Feb-89	9.6	9.5	*		Arbitration award
Hartford	CT	2,100	Apr-89	8.0	7.5	7.0		Arbitration award
July								
Bridgeport	CT	1,500	Feb-89		5.5	8.5		Arbitration award
Knoxville	TN	3,200	Oct-88	0.0				Reopener in 2nd yr of 2 yr. contract
Sarasota County	FL	1,800	Feb-89	7.5	*	*		
Akron	OH	1,800	Jan-89	2.8	3.3	4.0		
Milwaukee	WI	5,700	Jan-89		4.0			
Fremont	CA	1,200	Mar-89	4.3				Reopener in 3rd yr of 3 yr. contract
Mt. Diablo	CA	1,700	Apr-89	6.0	*	*	*	

TABLE IV-3 (Continued)

CWD Issue School District	Per- sonnel	Date Settled	1988	1989	1990	1991	Comments
			-89	-90	-91	-92	
August							
Chattanooga	TN	1,500	Mar-89	8.6			Reopener in 3rd yr. of 4 yr. contract
Bay County	FL	1,000	Dec-88	4.8	*	*	
St. Louis	MO	3900	Oct-88	5.0			
Los Angeles	CA	30,000	Jun-89	8.0	8.0	8.0	
Average		2,849		5.6	6.0	6.3	6.0
Number of Contracts				85	28	16	1

(Average annual adjustment over life of agreement reported August 1988-August 1989 is 5.7 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-4

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92
(Based on August, 1989 to December, 1991 data)

CWD Issue School District	Per- sonnel State	Date Settled	1989 -90	1990 -91	1991 -92	Comments
August						
Watertown	CT	1,100	May-89	9.0	8.5	Arbitration award
New Haven	CT	1,200	Jun-89	9.3		Reopener in 2nd yr. of 3 yr. contract
Baltimore County	MD	6,800	Jun-89	4.0		
Washington Co.	ND	1,100	Jun-89	7.0	7.0	
Frederick	MD	1,750	Jun-89	8.0	*	
Carroll County	MD	1,500	Jun-89	8.0		Reopener in 2nd yr. of 3 yr. contract
Hartford County	MD	1,800	Jan-89	7.6	*	
Memphis	TN	6,500	Jul-89	4.5		Reopener in 2nd yr. of 3 yr. contract
Flint	MI	1,600	Jun-89	3.5	*	
Jefferson	LA	3,400	Apr-89	3.0		
Kansas City	KS	1,600	Mar-89	5.3		
Phoenix	AZ	1,100	Jun-89	3.0		
October						
Nashville	TN	4,800	Aug-89	3.6		
Bay County	FL	1,300	Aug-89	6.0		Reopener in 2nd yr. of 2 yr. contract
Marion	FL	1,850	Aug-89	8.4	*	
Bay Co.	FL	1,000	Aug-89	6.0		Reopener in 2nd yr. of 3 yr. contract
Tucson	AZ	1,700	Jul-89	0.0		
November						
Baltimore City	MD	5,700	Aug-89	8.0	8.0	
Hamilton Co.	TN	1,300	Jul-89	7.0		Reopener in 2nd yr. of 3 yr. contract
Hillsborough Co.	FL	7,000	Aug-89	7.0		Reopener in 2nd yr. of 3 yr. contract
Clay Co.	FL	1,200	Sep-89	8.0		Reopener in 2nd yr. of 3 yr. contract
Orange Co.	FL	5,200	Sep-89	7.5		Reopener in 3rd yr. of 3 yr. contract
Seminole Co.	FL	2,800	Sep-89	6.0		Reopener in 2nd yr. of 3 yr. contract
Brevard Co.	FL	3,900	Sep-89	7.9		
Sarasota Co.	FL	2,000	Sep-89	7.0		Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL	1,550	Aug-89	10.8		Reopener in 2nd yr. of 3 yr. contract
Manatee Co.	FL	1,400	Sep-89	8.0		Reopener in 2nd yr. of 3 yr. contract
Polk Co.	FL	3,800	Aug-89	7.3		Reopener in 2nd yr. of 3 yr. contract
Oklahoma City	OK	2,000	Sep-89	4.7		Reopener in 3rd yr. of 3 yr. contract
Tulsa	OK	2,300	Sep-89	3.0		
Columbus	OH	4,500	Jun-89	4.0	5.0	5.0
South Bend	IN	1,400	Aug-89	5.0	5.0	
Chicago	IL	25,000	Sep-89	5.4		
Warren	MI	1,000	Jul-89	7.4	6.8	6.8
Livonia	MI	1,000	Aug-89	7.0	7.0	7.0
Shawnee Mission	KS	2,000	Aug-89	6.0	2+	2 % , imi, u, im 2nd yr. --depends on state aid
Omaha	NE	2,759	Jun-89	5.0		
Lincoln	NE		Aug-89	5.2	5.5	
Sioux Falls	SD	1,000	May-89	5.9		

TABLE IV-4 (Continued)

CWD Issue School District	Per- sonnel	Date Settled	1989	1990	1991	Comments
			-80	-81	-82	
Salt Lake City	UT	1,280	Oct-89	4.0		
Tucson	az	3,200	Sep-89	0.0	4.5	
Spokane	WA	1,450	Aug-89	3.0	*	*
Garden Grove	CA	1,800	Oct-89	7.3		
Hayward	CA	1,000		7.0		Reopener in 3rd yr. of 3 yr. contract
Average		2,966		5.9	6.4	6.8
Number of Contracts				44	9	4

(Average annual adjustment over life of agreement reported August 1988- December 1989 is 6.1 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-5**PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL PERCENTAGE RAISES: 1988-89 TO 1990-91**

(Based on August 1988 to August 1989 data)

School District	State	Per-sonnel	Date Settled	1988-89	1989-90	1990-91	1991-92	Comments
Philadelphia	PA	1,500	Apr-88	4.0	5.0	5.0	6.0	Paraprofessionals, clerical
Anne Arundel Co.	MD	1,400	Jun-88	4.0	4.0	4.0		Noninstructional; bus drivers
Towson	MD	1,500	Jul-88	4.0	*			
Palm Beach Co.	FL	2,700	Jun-88	10.0				Reopener in 3 yr. contr.; blue collar
Salem	OR	1,000	Oct-87	2.0	**	**		**2nd and 3rd yr. contingent on CPI
Anne Arundel Co.	MD	1,100	Jul-88	4.0	4.0	4.0		Aides, clerical, technical
Louisville	KY	1,650	Jul-88	3.0				Clerical, paraprofessional; reopener
Jordan	UT	1,400	Sep-88	0.0				Classified employees
New Rochelle	NY		Sep-88	6.0	6.0	*		Wall-to-wall unit with teachers
Baltimore	MD	1,600	Aug-88	8.0	8.0	8.0		Aides and most blue collar
Pinellas Co.	FL	2,000	Sep-88	7.7	*	*		
Orange Co.	FL	5,200	Sep-88	8.0				Reopener in 2 yr contr.; noninstructional
Okaloosa Co.	FL	1,100	Aug-88	10.0				Reopener in 2 yr. contr.; noninstructional
Palm Beach Co.	FL	1,800	Aug-88	10.0	*	*		Clerical
Compton	CA	1,400	Jul-88	4.1				Unscheduled reopener; noninstructional
Lee County	FL	1,000	Oct-88	7.5				Reopener in 3 yr. contr.; noninstructional
Davis County	UT	1,700	Aug-88					\$240 lump sum
Pasco County	FL	1,450	Oct-88	6.0				Aides, bus drivers, cafeteria, custodians
New Orleans	LA	1,000	Oct-88	7.0				Reopener in 3 yr. contr.; teacher aides
Hillsborough Co.	FL	2,800	Aug-88	6.0	*			Aides, bus drivers' cafeteria, custodians
Washington	DC	2,500		5.0	5.0			Custodians
Oklahoma City	OK	2,300	Nov-88	4.1	*			Noninstructional
Broward Co.	FL	1,000	Nov-88	7.5	*	*		Clerical
San Diego	CA	1,900	Jan-89	6.0				Operations and support
Sarasota County	FL	1,200	Feb-89	7.6	*	*		Noninstructional
Mount Holly	NJ	1,000	Jul-89	7.5	7.5	7.5		
Los Angeles	CA	15,900	Jun-89	7.5				Reopener in 3 yr contr.; noninstructional
Average		2,273		6.0	5.6	5.7	6.0	
Number of Contracts				26	7	5	1	
(Average annual adjustment over life of agreement reported August 1988-August 1989 is 6.0 percent)								
*Scheduled wage reopening								
Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.								

TABLE V-8

**PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL
PERCENTAGE RAISES 1989-90 TO 1991-92**

(Based on August 1989 to December 1989 data)

School District	State	Per- sonnel	Date Settled	1989 -90	1990 -91	1991 -92	1992 -93	Comments
Wichita	KS	1,600	Jun-89	4.2	*			Noninstructional
Palm Beach Co.	FL	4,500	Jul-89	6.0				blue collar and clerical
Duval County	FL	1,200	Jul-89	7.0				Blue-collar
Pinnellas Co.	FL	1,300	Aug-89	7.0				Reopener in 2 yr. contr.; noninstructional
Volusia Co.	FL	1,000	Aug-89	6.5				Reopener in 3rd yr. of contr.; blue collar
Bay Co.	FL	1,000	Aug-89	6.0				Reopener in 3rd yr. of contr.; noninstructional
Philadelphia	PA	4,200	Sep-89	4.0	5.0	5.0	8.2	Blue collar
Hillsborough Co.	FL	7,000	Aug-89	7.0				Reopener; paraprofessional and clerical
Duval County	FL	1,350	Jun-89	7.0				Reopener in 2 yr. contr.; teacher aides
Brevard County	FL	3,800	Sep-89	6.5				Noninstructional
Sarasota Co.	FL	1,300	Sep-89	3.0				Reopener in 2 yr. contr.; noninstructional
Okaloosa Co.	FL	1,100	Aug-89	10.8				Reopener in 2nd yr. of 3 yr.; noninstructional
Volusia Co.	FL	1,000	Jul-89	6.0	*			Clerical
Palm Beach Co.	FL	3,000	Jul-89	6.0	*	*		Blue collar
Orange Co.	FL	5,000	Sep-89	7.5	*	*		Noninstructional
Chicago	IL	7,600	Sep-89	5.4				Custodians & cafeteria
San Diego	CA	2,000	Aug-89	6.5	*	*		Noninstructional; reopeners based on state aid
Average		2,821		6.3	5.0	5.0		
Number of Contracts				17	1	1		

(Average annual adjustment over life of agreement reported August 1988-December 1989 is 6.3 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

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APPENDIX A

POPULATION AND ENROLLMENT IN CITIES IN THE DOD DATA BASE

	1980 Pop. Rank	1986 Popu- lation	1980-86 Change (%)	Pupils		1980 Pop. Rank	1986 Popu- lation	1980-86 Change (%)	Pupils
AKRON, OH	58	222,000	-6.4	36,380	LOUISVILLE, KY	49	286,000	-4.0	93,198
ALBUQUERQUE, NM	44	367,000	10.4	82,418	WICHITA, KS	77	186,000	5.0	30,934
ANAHEIM, CA	62	241,000	9.7	22,000	MADISON, WI	93	176,000	3.1	21,590
ANCHORAGE, AK	78	235,000	34.7	40,542	MEMPHIS, TN	14	653,000	1.0	107,819
ARLINGTON, TX	63	250,000	54.3	41,500	MIAMI, FL	41	374,000	7.9	253,323
ATLANTA, GA	29	422,000	-0.7	54,409	MILWAUKEE, WI	17	605,000	-4.9	91,648
AURORA, CO	95	218,000	37.5	25,989	MINNEAPOLIS, MN	34	357,000	-3.8	37,484
AUSTIN, TX	42	467,000	25.2	61,402	MOBILE, AL	71	203,000	1.4	68,557
BALTIMORE, MD	10	763,000	-1.3	110,169	MONTGOMERY, AL	76	194,000	9.2	34,632
BATON ROUGE, LA	63	241,000	9.4	57,007	NASHVILLE-DAVIDSON	25	474,000	4.0	66,903
BIRMINGHAM, AL	50	278,000	-3.2	43,167	NEW ORLEANS, LA	21	564,000	-0.6	81,503
BOSTON, MA	20	574,000	1.9	50,223	NEW YORK, NY	1	7,263,000	2.7	939,933
BUFFALO, NY	39	325,000	-9.2	44,778	NEWARK, NJ	46	316,000	-3.9	50,791
CHARLOTTE, NC	47	362,000	7.9	73,965	NORFOLK, VA	55	275,000	2.9	35,883
CHATTANOOGA, TN	96	162,000	-4.3	22,933	OAKLAND, CA	43	357,000	5.2	51,000
CHICAGO, IL	2	3,010,000	0.1	419,537	OKLAHOMA CITY, OK	31	446,000	10.4	40,000
CINCINNATI, OH	32	370,000	-4.1	52,077	OMAHA, NE	48	349,000	1.9	39,386
CLEVELAND, OH	18	536,000	-6.6	71,743	PHILADELPHIA, PA	4	1,643,000	-2.7	189,031
COLORADO SPRINGS,	85	273,000	26.8	30,800	PHOENIX, AZ	9	894,000	13.1	38,648
COLUMBUS, GA	87	180,000	6.3	30,034	PITTSBURGH, PA	30	387,000	-8.6	39,629
COLUMBUS, OH	19	506,000	0.2	65,484	PORTLAND, OR	35	388,000	-2.3	52,906
CORPUS CHRISTI, TX	60	264,000	12.6	39,819	PROVIDENCE, RI	98	157,000	0.3	19,348
DALLAS, TX	7	1,004,000	10.9	130,885	RICHMOND, VA	64	218,000	-0.7	28,025
DAYTON, OH	69	179,000	-7.6	29,005	RIVERSIDE, CA	32	197,000	15.3	25,795
DENVER, CO	24	505,000	2.5	59,439	ROCHESTER, NY	57	236,000	-2.4	32,000
DES MOINES, IA	73	192,000	0.6	30,341	SACRAMENTO, CA	52	324,000	17.3	46,370
DETROIT, MI	6	1,086,000	-9.7	184,977	SALT LAKE CITY, UT	89	158,000	-2.8	24,317
EL PASO, TX	28	492,000	15.6	61,800	SAN ANTONIO, TX	11	914,000	12.8	61,501
FLINT, MI	94	146,000	-8.8	33,717	SAN DIEGO, CA	8	1,015,000	16.0	118,557
FORT LAUDERDALE, FL	100	149,000	-3.0	137,366	SAN FRANCISCO, CA	13	749,000	10.3	63,881
FORT WAYNE, IN	79	173,000	-2.6	32,405	SAN JOSE, CA	16	712,000	13.1	29,242
FORT WORTH, TX	33	430,000	11.5	67,191	SANTA ANA, CA	68	237,000	16.1	38,031
GRAND RAPIDS, MI	75	187,000	2.6	24,418	SEATTLE, WA	23	486,000	-1.5	43,765
GREENSBORO, NC	99	177,000	3.7	21,202	SHREVEPORT, LA	66	220,000	6.5	51,815
HONOLULU, HI	36	372,000	1.2	166,139	SPOKANE, WA	81	173,000	0.9	27,000
HOUSTON, TX	5	1,729,000	7.3	191,708	ST LOUIS, MO	26	426,000	-5.9	43,915
HUNTINGTON BEACH,	84	184,000	7.7	15,655	ST PAUL, MN	54	264,000	-2.4	32,447
INDIANAPOLIS, IN	12	720,000	2.7	58,375	ST PETERSBURG, FL	59	239,000	0.3	88,866
JACKSON, MS	70	208,000	2.7	33,000	SYRACUSE, NY	85	161,000	-5.5	22,000
JACKSONVILLE, FL	22	610,000	12.7	104,124	TACOMA, WA	98	159,000	0.3	27,887
JERSEY CITY, NJ	61	219,000	-1.8	31,380	TAMPA, FL	53	278,000	2.2	118,051
KANSAS CITY, KS	92	162,000	0.6	23,239	TOLEDO, OH	40	341,000	-3.9	43,662
KANSAS CITY, MO	27	441,000	-1.5	35,429	TUCSON, AZ	45	359,000	6.0	56,239
KNOXVILLE, TN	74	173,000	-1.0	23,802	TULSA, OK	38	374,000	3.6	42,714
LAS VEGAS, NV	88	192,000	16.3	100,030	VIRGINIA BEACH, VA	58	333,000	27.2	64,510
LEXINGTON-FAYETTE	67	213,000	4.3	31,155	WARREN, MI	91	150,000	-7.0	15,706
LINCOLN, NE	90	183,000	6.5	25,925	WASHINGTON, DC	15	626,000	-1.9	86,296
LITTLE ROCK, AR	97	181,000	1.6	22,198	WICHITA, KS	51	289,000	2.9	43,500
LONG BEACH, CA	37	306,000	3.6	66,253	WORCESTER, MA	90	158,000	-2.5	20,113
LOS ANGELES, CA	3	3,259,000	9.8	589,311	YONKERS, NY	72	186,000	-4.7	18,664

APPENDIX B

ENROLLMENT FOR 1987-88 IN THE NATION'S LARGEST SCHOOL DISTRICTS

DISTRICT	STATE	ENROLL-MENT	DISTRICT	STATE	ENROLL-MENT
New York City ..	NY	939,933	Boston	MA	59,223
Los Angeles ..	CA	589,311	Mesa	AZ	58,981
Chicago	IL	419,537	Gwinnett Co..	GA	58,947
Dade Co. (Miami)	FL	253,323	Baton Rouge.	LA	57,987
Houston	TX	191,708	Jefferson	LA	57,976 a
Philadelphia ..	PA	189,031	Tucson	AZ	52,238
Detroit	MI	184,827	Portland	OR	52,006
Hawaii	HI	166,139	Caddo Parish	LA	52,470
Broward Co. (Ft. Lauderdale)	FL	137,306	Cincinnati	OH	52,007
Dallas	TX	130,885	Greenville Co	SC	51,982
Fairfax Co	VA	127,752	Oakland	CA	51,000 a
Hillsborough Co (Tampa Bay)	FL	118,031	Newark	NJ	50,791
San Diego	CA	116,557	Indianapolis	IN	50,437
Baltimore	MD	110,189	Brevard Co. (Melbourne)	FL	49,662
Memphis	TN	107,819	Yeletta	TX	49,237
Duval Co (Jacksonville)	FL	105,049	Buffalo	NY	48,403
Prince George's Co	MD	104,412	San Juan	CA	48,387
Clark Co. (Las Vegas)	NV	100,027	Sacramento	CA	48,370
Montgomery Co.....	MD	98,271	Northside	TX	45,885
Jefferson Co. (Louisville)	KY	93,198	Davia Co	UT	44,994 a
Jefferson Co	CO	93,198	St. Louis	MO	43,915
Milwaukee	WI	91,648	Toledo	OH	43,882
Palm Beach	FL	89,944	Wichita	KS	43,500
Orange Co. (Orlando)	FL	88,878	Birmingham	AL	43,187
Pinnelias Co.(St. Petersburg)	FL	88,866	Jefferson Co. (Birmingham)	AL	43,187
Washington	DC	86,296	Charleston Co	SC	42,501
Albuquerque	NM	82,416	Seattle	WA	41,123
New Orleans	LA	81,503	Volatile Co	FL	40,829
Baltimore Co.	MD	81,152	Anchorage	AK	40,542 a
Charlotte-Mecklinberg	NC	74,680	Eccambia Co	FL	40,229
Granite Co.(Salt Lake City)	UT	73,419	Forsyth Co	NC	40,200 a
Cleveland	OH	71,743	Oklahoma City	OK	40,000
DeKalb Co	GA	71,632	Corpus Christi	TX	38,819
Mobile	AL	67,560	Pittsburgh	PA	38,672
Fort Worth	TX	67,191	Fulton Co	GA	38,400
Nashville	TN	66,883	Omaha	NE	38,386
Long Beach	CA	66,253	Prince William Co.	VA	38,325
Columbus	OH	65,464	Seminole Co.	FL	37,634 a
Virginia Beach	VA	64,510	Minneapolis	MN	37,404 a
Anne Arundel Co	MD	64,432	Aldine	TX	37,000
Atlanta	GA	64,409	Akron	OH	36,380 a
San Francisco	CA	63,881	Kanawha	WV	36,272
Cobb Co	GA	63,564	Garden Grove	CA	36,118
El Paso	TX	61,800	Norfolk	VA	36,000
Fresno	CA	61,539	Kansas City	MO	36,429
San Antonio	TX	61,501	Pasadena	TX	34,994
Jordan	UT	61,488	Cumberland Co	NC	34,783 a
Polk Co	FL	61,244	St. Paul	MN	32,447
Wake Co	NC	59,987	Richardson	TX	32,184
Denver	CO	59,420	Rochester	NY	32,000 a

* =School Districts in the City & State Data Base

a=Enrollment data for a year other than 1987-88

APPENDIX C

Data Sources

Table I-1

AFT Local Union Teachers Salary Survey, 1988 and 1989 surveys.

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition.

Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps", DOD: Alexandria, VA, May 1989.

Tables I-2 to I-6

Sources are same as in Table I-1.

Tables I-7 and I-8

Salary Data sources are same as in Table I-1.

American Chamber of Commerce Researchers Association, "Intercity Cost of Living Index", ACCRA: Louisville, KY.

Table I-9

U.S. Department of Labor, "Annual Pay Levels in Metropolitan Areas, 1988", news release, September, 1989.

Other sources are the same as in Table I-1.

Table I-10

Nelson, F. Howard, Survey and Analysis of Salary Trends 1989, American Federation of Teachers: Washington, DC, August 1989.

Other sources are the same as in Table I-1.

Tables II-1 to II-4

U.S. Department of Education, Unpublished Data Tabulations (teacher and student data).

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition. "The Top 50 School Districts", City & State, October 1987, October 1988, and August 1989.

Tables IV-1 through IV-6

U.S. Department of Labor, Current Wage Developments, various issues between August 1986 and December 1988.

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